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Navy-wide Personnel Survey (NPS) 1995: Opinions, Issues, and Satisfaction

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13. ABSTRACT (Maximum 200 words) The 1995 Navy-wide Personnel Survey was completed by 4,562 enlisted personnel and 2,883 officers on topics related to detailing and the assignment process, quality of life, organizational climate, and health issues. Each of the topics was measured by several questions that were formed into opinion gauges ("scales") based on reliability analyses. Results for these gauges are presented separately for enlisted personnel and officers. Gauges are broken down by demographics and correlated with measures of retention plans.					
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Foreword

The Navy-wide Personnel Survey (NPS) is a product of the Navy Survey Resource Center (NSRC) and is administered annually. The NSRC was created by the Navy Personnel Research and Development Center to coordinate Navy personnel surveys in order to minimize intrusion into fleet and shore operations. Its products include the NPS, special surveys, and quick-response surveys.

NPS 1995 elicited information from naval personnel on a variety of topics relevant to detailing and the assignment process, quality of life, organizational climate, and health issues. Navy managers and policy makers will find the results of this survey to be of value in program formulation and evaluation.

NPS 1995 was sponsored by the Chief of Naval Personnel (PERS-00), under reimbursable Work Unit 6WRP8500. Data collection concluded in January 1996 and results of the survey were briefed to the Chief of Naval Personnel, his staff, and major claimants in April 1996.

This report is designed for managers and includes survey information summarized by major topic areas. Readers interested in question-by-question statistical results should consult NPRDC-TN-96-42, *Navy-wide Personnel Survey (NPS) 1995: Statistical Tables for Officers*, and NPRDC-TN-96-43, *Navy-wide Personnel Survey (NPS) 1995: Statistical Tables for Enlisted Personnel*.

Any questions regarding this report should be directed to Dr. John Kantor, Project Director, at DSN 553-7651 or (619) 553-7651.

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Executive Summary

Background

In 1990, recognizing the need for timely, comprehensive feedback from throughout the Navy, the Chief of Naval Personnel, Vice Admiral J. M. Boorda commissioned the Navy-wide Personnel Survey (NPS). Subsequently, the NPS has been administered each year, gathering information across age, paygrade, assignment, ethnicity, and career field, from Navy men and women around the globe.

The purpose of this omnibus survey is to measure the attitudes of Navy women and men toward a variety of issues which are of importance to policymakers. It addresses topics of both immediate and long-term concern, and is administered annually, to permit trend analyses with respect to attitudes and opinions. The NPS is administered to sufficiently large random samples of officers and enlisted personnel, to ensure that responses can with confidence be generalized to the Navy as a whole.

The 1995 NPS was mailed to 16,996 officer and enlisted personnel with a rotation date of April 1996 or later. The sample represented approximately 5 percent of the enlisted and 12 percent of the officers in the Navy at the time. With 836 surveys undeliverable, the adjusted return rate was 46 percent.

Statistical results were generated for all survey questions, and have been published separately. Rather than a question-by-question review of responses, the present report provides Navy managers with 1995 NPS results that are at a meta-level, arranged in ways that will assist in program formulation and evaluation (i.e., summary results from the various topic areas).

Method

In addition to eliciting personal (biosociodemographic) information, the 1995 Navy-wide Personnel Survey presented questions in four broad areas: detailing and the assignment process, quality of life (QOL), organizational climate, and health issues. Within three of those four areas, more specific topics were addressed. Under organizational climate, for example, questions were targeted toward job satisfaction, force reduction and base closure issues, Navy Core Values, and command events.

Individual questions were combined across topic areas to create broader categories, providing information at a level suitable for use by policymakers and program managers. These categories are called Opinion Gauges, and each represents a combination of questions arrived at through a statistical method, which yielded the highest internal consistency (i.e., Chronbach reliability analyses). Opinion Gauges incorporate only those survey questions eliciting opinions; questions asking for factual or historical information are excluded. In the end, 14 Opinion Gauges were developed.

Each Opinion Gauge reflects the extent to which Navy personnel reacted favorably, unfavorably, or neutrally, in response to the particular set of survey questions. By combining items in this way, it is possible to arrive at the percentages of Navy people who had a favorable opinion

on a particular topic (i.e., those who selected “strongly agree” or “agree” responses), those who had a negative opinion overall (those who chose “strongly disagree” or “disagree”), and those who were neutral (those indicating “neither agree nor disagree”).

In addition, correlational analyses were conducted to identify “correlates of retention.” These analyses identified a number of factors associated with the decision to remain in the Navy.

Results

In the report, results are presented for Opinions of Enlisted Personnel, Opinions of Officer Personnel, Enlisted-Officer Comparisons, Other Demographic Subgroup Comparisons, and Correlates of Retention.

Detailing and the Assignment Process

Only 20.4 percent of enlisted and 16.6 percent of officer respondents had used the BUPERS ACCESS system.

More than half (51.9%) of the enlisted personnel who had used BUPERS ACCESS rated it favorably.

Of the officer respondents who had used BUPERS ACCESS, approximately one-fourth (25.2%) expressed a favorable opinion of it.

Quality of Life

Overwhelming percentages of enlisted (91%) and officers (96%) provided a favorable rating for shipboard recreational opportunities.

Personnel Support Detachments and Family Support Programs were rated favorably by majorities of both enlisted (52% and 52%, respectively) and officers (70% and 57%, respectively).

Eighty-two percent of the officer respondents provided a favorable rating of overall quality of life, whereas a favorable rating on this element by enlisted respondents was given by only 50 percent.

Living conditions were favorably endorsed by 46 percent of the enlisted and 68 percent of the officers.

Organizational Climate

Command events received favorable ratings by 60 percent of the enlisted and by 88 percent of the officers.

Almost three-fourths (74%) of the officers rated job satisfaction favorably; the favorable endorsement of job satisfaction by enlisted personnel reached only 49 percent.

Fairly equal levels of favorable opinion on women in combat were reached by enlisted and officers (42% and 48%, respectively).

Evaluation of pay and retirement was much more favorable by officers (61%) than by enlisted personnel (38%).

Downsizing and retention was characterized by large percentages of neutral ratings (73% of the enlisted, 66% of the officers); favorable ratings were made by approximately equal percentages of enlisted and officer respondents (23% and 24%, respectively).

Satisfaction with the Navy was higher for officers (39%) than for enlisted (14%); however, this element, too, was given high percentages of neutral response by both enlisted (55%) and officers (50%).

Health Issues

Favorably endorsing the Navy's drug and alcohol policies were 25 percent of the enlisted and 28 percent of the officers. Neutral responses above 60 percent were given by both groups of respondents.

More enlisted (42%) than officers (26%) reported that they had received a great deal of information about AIDS and HIV from Navy and civilian sources.

Retention

For enlisted respondents, job satisfaction correlated positively with planning to reenlist at .41, and with staying until retirement at .49.

For officer respondents, job satisfaction and staying until retirement correlated positively at .47.

Conclusions

1. By the indices used in this study, officer quality of life is reasonably good; to further enhance it, attention should perhaps be directed toward improving living conditions and family support programs.

2. Enlisted quality of life suffers most from poor living conditions; this should be the primary target of improvement efforts, augmented by efforts to improve family support programs and the services of the Personnel Support Detachments.

3. With respect to organizational climate elements, most striking are the unfavorable ratings given by enlisted respondents to pay and retirement (37%) and satisfaction with the Navy (31%). No element of organizational climate, with the exception of command events, exceeded 50 percent in favorability rating.

4. Pay and retirement received the highest unfavorability rating among officer respondents (17%); however, command events and job satisfaction both were positively endorsed by roughly three-fourths or more.

5. Women in combat received favorability ratings of 42 percent (enlisted) and 48 percent (officer); however, almost equal percentages of respondents gave neutral ratings (40% and 39%, respectively).

6. Officer satisfaction with the Navy reached only 39 percent favorability, with an even higher percentage (50%) being neutral on this topic.

7. The high percentages of neutral responses provided by both enlisted and officer respondents throughout the survey are striking; their meaning (i.e., whether they indicate reserved judgment or just apathy) can only be determined by further research.

8. Satisfaction with the Navy is a moderately important element in the decision to remain in the Navy, for both enlisted and officer personnel. Retention can perhaps be improved by directing efforts toward this issue.

9. The importance of job satisfaction to the intention to remain in the Navy implies that efforts to improve job satisfaction could result in better retention rates.

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Background

For the leaders of organizations, there is no substitute for feedback. The effects of policies and procedures remain unknown without it. Morale, satisfaction, and the needs of members of the organization cannot be gauged in its absence. Ultimately, without feedback, management operates with critical information deficiencies.

Information needs are exacerbated by the rapid rate of change faced by all organizations today--change within the organization itself, and in social and economic environments characterized by great turbulence. Feedback must therefore be both timely and accurate.

Feedback acquisition is particularly difficult in large and geographically dispersed organizations. One such organization is the United States Navy, whose extensive personnel resources are located on ships and stations throughout the world. And yet, management effectiveness and efficiency are of utmost importance, bearing as they do on the defense of the nation. In times of fiscal austerity and organizational retrenchment, information needs are even more pronounced. The attitudes and opinions of naval personnel must become known to Navy planners and policy makers, and that information must be both reliable and current.

In 1990, recognizing the need for timely, comprehensive feedback from members at all levels throughout the Navy, the Chief of Naval Personnel commissioned the Navy-wide Personnel Survey (NPS). Subsequently, the NPS has been administered each year, gathering information across age, paygrade, assignment, ethnicity, and career field, from Navy men and women around the globe.

The purpose of this omnibus survey is to measure the attitudes of Navy women and men toward a variety of issues that are of importance to policy makers. It addresses topics of both immediate and long-term concern, and is administered annually, to permit trend analyses with respect to attitudes and opinions. The NPS is administered to sufficiently large random samples of officer and enlisted personnel, to ensure that responses can, with confidence, be generalized to the Navy as a whole.

The 1995 NPS, a copy of which is included in Appendix A, was mailed to 16,996 officer and enlisted personnel with a rotation date of April 1996 or later. The sample represented approximately 5 percent of the enlisted ($N = 4,562$) and 12 percent of the officers ($N = 2,883$) in the Navy at the time. With 836 surveys undeliverable, the adjusted return rate was 46 percent.

Statistical results were generated for all survey questions, and may be found in two companion volumes: NPRDC-TN-96-42, *Navy-wide Personnel Survey (NPS) 1995: Statistical Tables for Officers* (Kantor, Ford, & Heron, 1996a), and NPRDC-TN-96-43, *Navy-wide Personnel Survey (NPS) 1995: Statistical Tables for Enlisted Personnel* (Kantor, Ford, & Heron, 1996b).

Rather than a question-by-question review of responses, the present report provides Navy managers with 1995 NPS results that are at a meta-level, arranged in ways that will assist in program formulation and evaluation (i.e., summative results from various topic areas).

Method

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The Opinion Gauges

Individual questions were combined across topic areas to create broader categories, providing information at a level suitable for use by policy makers and program managers. These categories are called Opinion Gauges, and each represents a combination of questions arrived at through a statistical method, which yielded the highest internal consistency (i.e., Cronbach reliability analyses).

Opinion Gauges incorporate only those survey questions eliciting opinions; questions asking for factual or historical information are excluded. In a few cases, opinion-type questions themselves did not fit comfortably in any Opinion Gauge (e.g., questions 51a and 92a). For responses patterns to both types of questions, the reader may refer to Kantor, et al. (1996 a, b), wherein question by question results are reported.

A total of 14 Opinion Gauges were developed. In three cases, the relevant gauges (i.e., combinations of questions) differed for enlisted and officer. A few of the Opinion Gauges (five for officer, six for enlisted) are identical to those developed for the 1994 NPS (Wilcove, 1995); the rest were modified slightly.

Each Opinion Gauge reflects the extent to which Navy personnel reacted favorably, unfavorably, or neutrally when presented with the particular set of survey questions. For example, the Opinion Gauge called the Navy incorporates responses to questions about career development, promotional opportunities, performance evaluation, job security, et cetera.

By combining items in this way, it is possible to arrive at the percentages of Navy people who had a favorable opinion on a particular topic (i.e., those who selected "strongly agree" or "agree" responses), those who had a negative opinion overall (those who chose "strongly disagree" or "disagree"), and those who were neutral (those indicating "neither agree nor disagree").

Thus, if the Opinion Gauge shows 65 percent of the respondents having a favorable opinion on the topic, satisfaction with the Navy, that would mean that the average (weighted) percentage of respondents selecting either "strongly agree" or "agree" for all of the questions included in that Opinion Gauge was 65 percent. (In reality, of course, some questions are reverse coded, and some use other response alternatives; however, this does not impede identification of favorable and unfavorable opinions.)

Appendix B shows the names of the Opinion Gauges, the specific questions subsumed under each of them, and the relevant statistics (reliability). The reader may refer to that list to see exactly which questions are contributing to the various Opinion Gauges.

Generalizability

It is always of importance to know whether survey results can be generalized to the entire population, in the present case, the Navy. Generalization depends on two factors: representativeness and sample size.

For example, in the case of paygrade groups, the mix of survey respondents by paygrade groups must closely approximate the distribution of personnel by paygrade groups in the Navy as a whole; and, there must be a sufficient number of personnel in the sample. In the present study, representativeness was assured by statistical weighting; that is, responses by each paygrade group were weighted according to that group's representation in the Navy.

Generalization also includes some margin of error, which is associated with sample size. How large a margin of error is acceptable is a management decision, of course, but ± 5 percent is often used in practice.

Continuing with the paygrade example, Table 1 shows the margin of error associated with the various paygrade groups, officers and enlisted subgroups, and the entire sample. Thus, if 63 percent of E-4s through E-6s had favorable opinions on an item, and the margin of error in the case of that paygrade group was ± 2 percent, it could then be assumed (at the 95 percent level of confidence) that the percentage of favorable responses on that item for all E-4s through E-6s in the Navy would be between 61 and 65 percent.

Table 1
Margin of Error

Respondent Groups	Number^a	Margin of Error (%)
Enlisted		
E-2 and E-3	939	± 4
E-4 through E-6	2,026	± 2
E-7 through E-9	1,597	± 3
Total Enlisted	4,562	± 1
Officer		
Chief Warrant Officer	448	± 5
O-1 through O-3	1,356	± 3
O-4 through O-6	1,079	± 3
Total Officer	2,883	± 2
Total Respondents	7,482 ^b	± 1

^aThese numbers are unweighted to provide descriptive information about the survey respondents.

^bIncludes persons not indicating rank.

Generalization issues with respect to other subgroups (e.g., gender, race, place of residence, type of command, and officer community) are resolved in the same way. Appendix C shows the number of survey respondents for each demographic variable, and Appendix D contains a margin-of-error table. These two appendices can be used together by the reader to determine relevant margins of error.

Analyses

“Strongly agree” and “agree” are collapsed into a single agree response for purposes of analysis. Similarly, “strongly disagree” and “disagree” are collapsed into a single disagree response.

Several analyses focused on officer and enlisted subgroups. Opinions of officer and enlisted respondents (weighted as discussed previously) were statistically examined. When the opinions of these subgroups did not differ significantly, they were collapsed into a single sample, their weightings maintained, and the entire sample weighted so that the ratio of enlisted to officer personnel matched that of the Navy as a whole. As discussed above, different gauges were at times developed for officer and enlisted. When making any statistical comparisons between officer and enlisted opinions, only questions common to both gauges were used.

Significance of differences was judged by two criteria: statistical significance (very dependent on sample size) and practical significance (elements which management might wish to investigate further or take action toward). Statistical difference between means had to be significant at the .01 level. Practical significance is a management decision; however, in this report various percentage differences were taken to be important, in accordance with established survey reporting practice. Those percentage differences are identified each time they are used in the report.

Correlational analyses were conducted in the case of retention. Correlates of the decision to remain in the Navy or a tendency to leave were thus identified. Both Opinion Gauges and individual survey questions were examined to determine their relationship to the decision to stay in the Navy. Correlations below .20 were considered inconsequential, .20 to .29 small, .30 to .39 moderately large, and .40 and higher very large. In the case of retention, correlations are reported only if they reached the .001 significance level.

Presentation of Results

In the next section of this report, results are presented in the following order:

- Opinions of Enlisted Personnel
- Opinions of Officer Personnel
- Enlisted-Officer Comparisons
- Other Demographic Subgroup Comparisons
- Correlates of Retention

Where bargraphs are used to illustrate results on the Opinion Gauges, they include all opinions (favorable, unfavorable, and neutral), although only the favorable or unfavorable portion may be discussed in the text.

Results

Opinions of Enlisted Personnel

The Detailing and Assignment Process

Fifty-two percent (51.9%) of those who had used the BUPERS ACCESS computer bulletin board system expressed a favorable opinion, indicating that it was easy to use, provided them needed information, facilitated communication with their Detailer, and reduced the number of calls they made to their Detailer. Eight percent (7.6%) rated the system unfavorably, and 40.5 percent were neutral on this issue. However, it must be noted that only 20.4 percent of enlisted respondents had actually used the system.

Quality of Life

Figure 1 shows results for each of the QOL topics addressed in the survey. An overwhelming 91.4 percent evaluated shipboard recreational opportunities and services positively (i.e., their quality of life would be diminished if such recreational opportunities were curtailed). Slightly more than half (52.5%) gave a favorable rating to their Personnel Support Detachment, nearly equaled by the 52.3 percent favorably rating Family Support Programs. Overall QOL was favorably evaluated by about half the enlisted respondents (49.9%), closely followed by living conditions, which showed 46.1 percent expressing a favorable opinion. In all cases, the majority of responses were in the positive range.

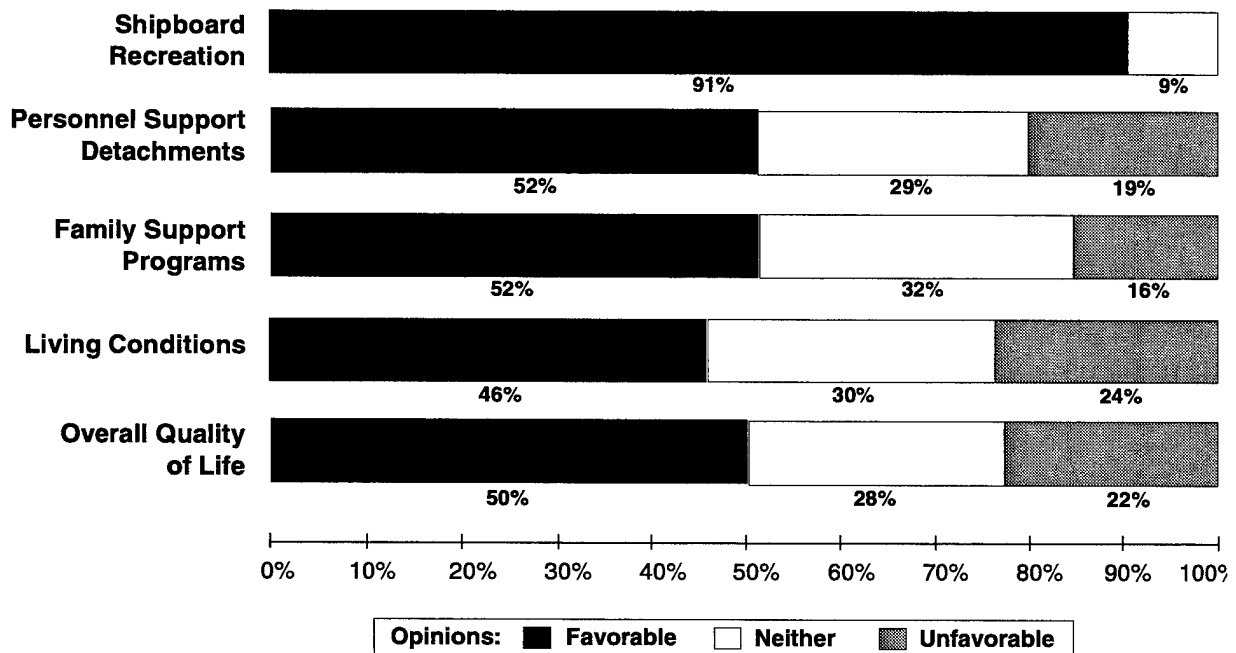


Figure 1. Enlisted quality of life.

Organizational Climate

Six Opinion Gauges were developed for organizational climate, and the response patterns for each of them are presented in Figure 2. Most favorably evaluated was command events, at 60.0 percent. Just under half gave a positive response on job satisfaction (49.0%). The percentages of respondents reacting favorably to questions on women in combat (42.3%) was almost matched by that giving a neutral response (40.2%). Pay and retirement had almost equal percentages favorable and unfavorable (37.8% and 36.9%, respectively). Receiving a very low percentage of favorable responses was downsizing, at 23.2 percent; however, the percentage of neutral responses (73.3%) indicate that, for most Navy enlisted, these are not big issues. Satisfaction with the Navy among enlisted people was very low (14.5%) with the percentage expressing dissatisfaction more than twice as high (30.9%). More than half remained neutral (54.6%).

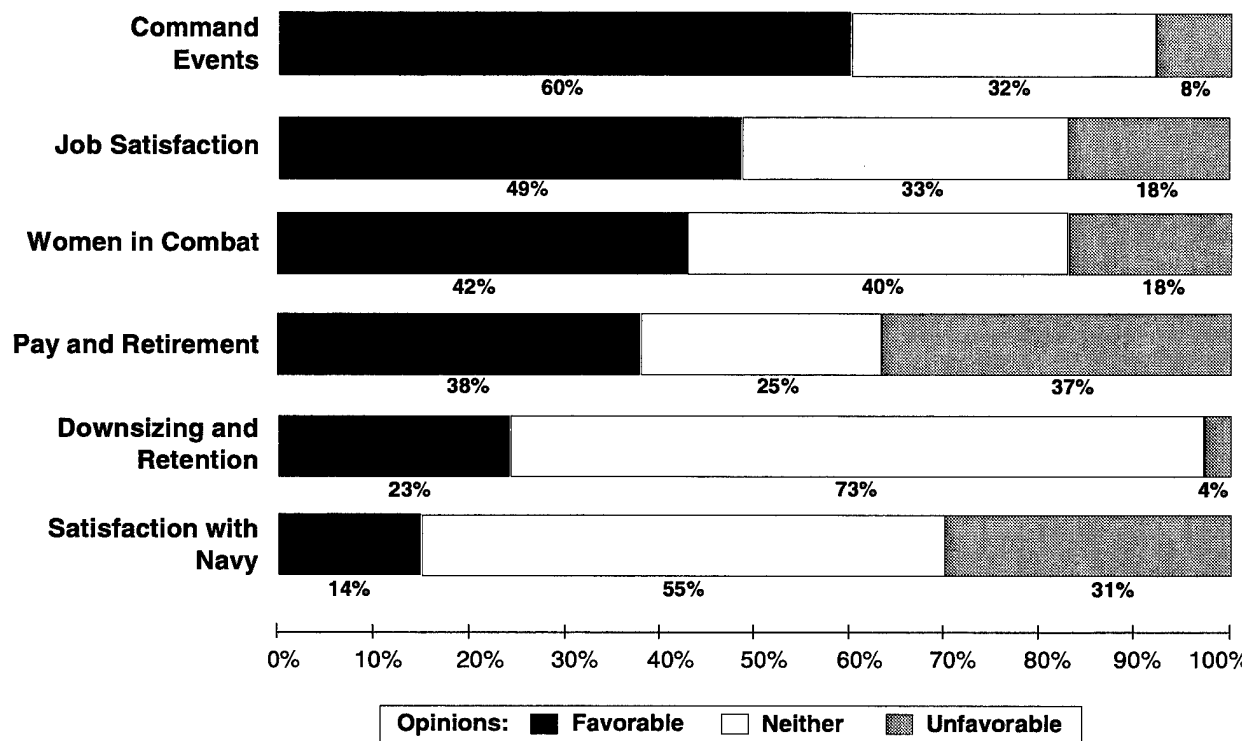


Figure 2. Enlisted organizational climate.

Health Issues

Approximately one-fourth (24.6%) of those responding to the survey favorably endorsed the Navy's drug and alcohol policies, whereas the great majority (62.5%) gave a neutral response. With respect to AIDS and HIV information, 41.8 percent reported they had received a great deal of information on these topics from Navy and civilian sources.

Opinions of Officer Personnel

The Detailing and Assignment Process

Approximately one-fourth (25.2%) of officers who had used the BUPERS ACCESS computer bulletin board system expressed a favorable opinion on its ease of use, its provision to them of information they needed, and said that it facilitated communication with their Detailer, while reducing the number of calls they made to their Detailer. Less than one-fifth (19.7%) rated the system unfavorably, and about half (55.1%) were neutral on this issue. In reality, however, only 16.6 percent of the officer respondents had used the system.

Quality of Life

In Figure 3 are shown results for each of the QOL topic area Opinion Gauges for officers. More than nine out of ten (95.9%) gave favorable evaluations to shipboard recreational opportunities and services, meaning that their quality of life would be diminished by the absence of those recreational elements. Overall QOL was given a favorable evaluation by 81.4 percent of the officer respondents. Seven out of ten (70.2%) gave a favorable rating to their Personnel Support Detachment. Receiving somewhat less favorable endorsements were living conditions (67.5%), and Family Support Programs (57.5%).

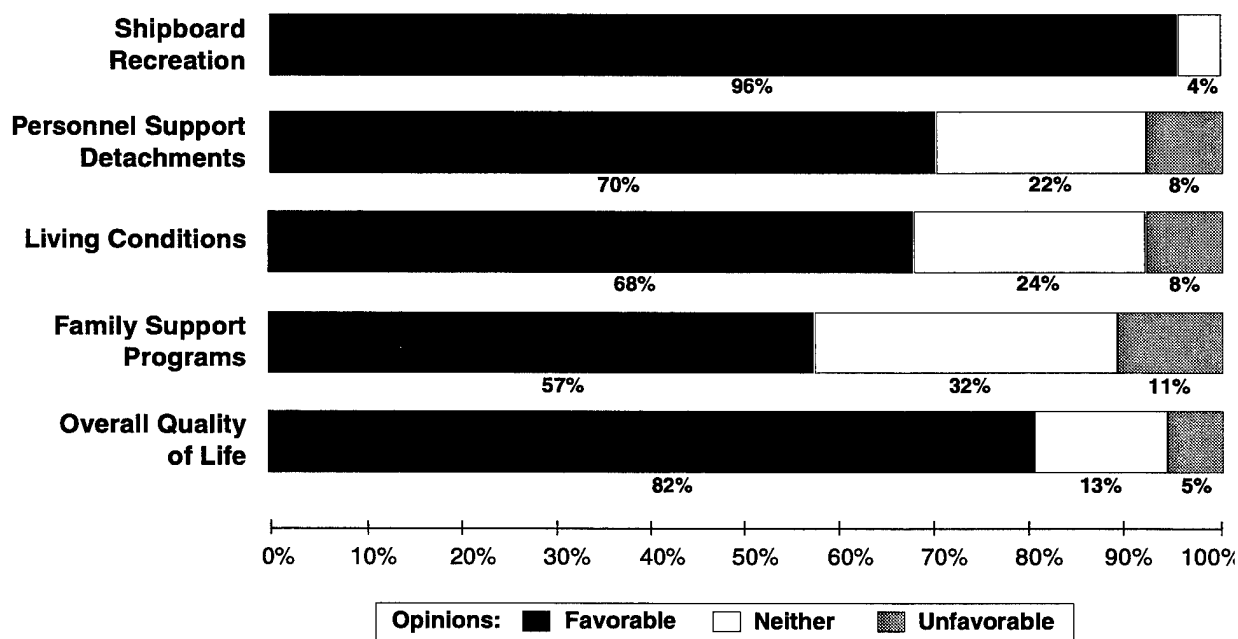


Figure 3. Officer quality of life.

Organizational Climate

The response patterns for each of the six Opinion Gauges developed for organizational climate are arrayed in Figure 4. Most favorably evaluated was command events, at 88.1 percent (with a

minuscule 1.2 percent unfavorable rating). Almost three out of four (74.1%) were positive on job satisfaction, and six out of ten (60.7%) favorably evaluated pay and retirement. Fewer were favorable toward women in combat (47.5%), whereas 39.3 percent remained neutral. Overall satisfaction with the Navy garnered only a 38.5 percent favorable response rate, with half the sample (50.2%) giving a neutral response and 11.3 percent rating it unfavorably. Downsizing was lowest in favorability of all the organizational climate Opinion Gauges, at 24.3 percent; however, a full 66.3 percent were neutral on the matter, and only 9.4 percent gave an unfavorable rating.

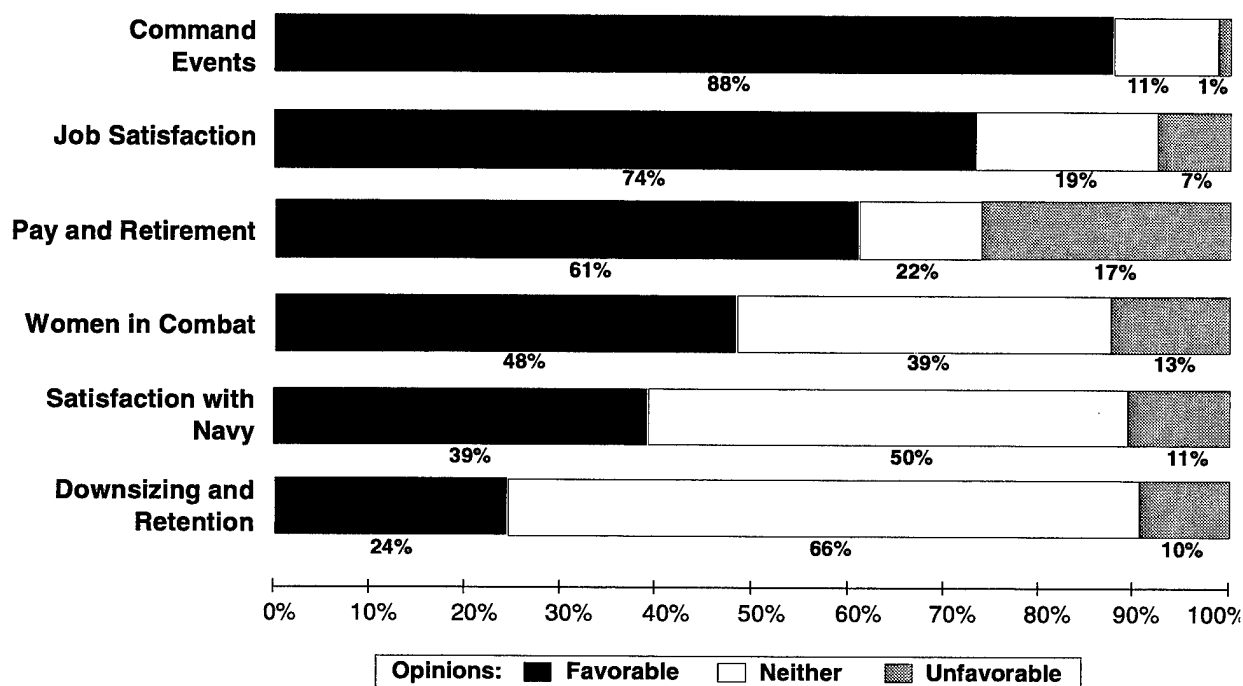


Figure 4. Officer organizational climate.

Health Issues

Favorable endorsement of the Navy's drug and alcohol policies was low--with 28.0 percent favorable and a large majority (63.9%) giving a neutral response. Approximately one-fourth of the officer respondents (26.4%) reported that they had received a great deal of information on AIDS and HIV from either Navy or civilian sources.

Enlisted-Officer Comparisons

When comparing the two subgroups--enlisted and officer--**a difference of five or more points on the favorable response was considered to have practical significance.** On that basis,

Enlisted were more favorable than officers on: (percentages rounded)

Effectiveness of the BUPERS ACCESS system (39% vs. 25%)
Amount of HIV and AIDS information received (42% vs. 26%)

Officers were more favorable than enlisted on:

Family Support Programs (57% vs. 52%)
Shipboard recreational programs and services (96% vs. 91%)
Impact of living conditions on performance, retention plans 67% vs. 46%)
Overall Quality of Life (81% vs. 50%)
Personnel Support Detachments (70% vs. 52%)
Job satisfaction (74% vs. 49%)
Impact of current pay and retirement on decision to remain in the Navy (61% vs. 38%)
Satisfaction with the Navy (38% vs. 14%)
Acceptance of women in combat roles (47% vs. 42%)
Conduct of command events (88% vs. 60%)

Enlisted and officers were relatively equally favorable on:

Likelihood of remaining in the Navy despite downsizing (24% O vs. 23% E)
Drug and alcohol program policies (28%O vs. 25%E)

Other Demographic Subgroup Comparisons

In addition to officer-enlisted comparisons, subgroup analyses were conducted for each of the Opinion Gauges by gender, race, marital status, sea/shore, enlisted occupational group, officer community, paygrade group, and type of living arrangements. Because of widely varying sizes of subgroups, **comparisons are noted only when the difference between subgroups on the level of favorability exceeds 15 percent among two or more subgroups.** (No subgroup differences of 15% or greater were found by gender.)

A number of the subgroup response patterns are of interest in and of themselves. However, for ease of reading, the charts depicting them have been placed in Appendix E, and are referred to below where appropriate. The reader may wish also to consult Appendix C to note the sample sizes being used in the subgroup analyses.

Favorable ratings were:

O. G. 1: BUPERS ACCESS System

Paygrade Group (range 20.9-58.3) (Chart E-1)

O-4 and above lowest at 20.9 percent,
E-3 and below at 28.5 percent

Officer Community (range 11.5-45.9) (Chart E-2)

Submarine highest at 45.9 percent

Enlisted Occupational Group (range 39.9-71.5) (Chart E-3)

Aviation Mechanics lowest at 39.9 percent

O. G. 2: Family Support

Officer Community (range 51.6-70.5)
Medical Service Corps highest at 70.5 percent

Enlisted Occupational Group (range 42.4-64.1)
Surface Combat lowest at 42.4 percent

O. G. 3: Shipboard Recreational Programs & Services

Enlisted Occupational Group (range 77.0-100.0)
Medical/Dental lowest at 77.0 percent

O. G. 4: Impact of Living Conditions on Performance and Retention

Paygrade Group (range 30.1-69.8) (Chart E-4)
E-3 and below lowest at 30.1 percent,
E-4 to E-6 at 48.8 percent

Enlisted Occupational Group (range 40.3-56.4)
Surface Hull/Electrician lowest at 40.3 percent

Marital Status (range 43.4-60.9)
Single lowest at 43.4 percent

Living Arrangements (range 15.8-76.6)
Shipboard lowest at 15.8 percent

O. G. 5: Overall Quality of Life

Paygrade Group (range 40.6-84.0) (Chart E-5)
E-3 and below lowest at 40.6 percent,
E-4 to E-6 at 50.0 percent

Enlisted Occupational Group (range 42.6-62.0) (Chart E-6)
Surface Combat lowest at 42.6 percent

Living Arrangements (range 27.4-79.6)
Shipboard lowest at 27.4 percent

Billet (range 54.8-70.7)
Sea duty lowest at 54.8

O. G. 6: Personnel Support Detachment

Paygrade Group (range 43.4-71.6) (Chart E-7)
E-3 and below lowest at 43.4 percent,
E-4 to E-6 at 52.5 percent

Officer Community (range 55.1-81.8) (Chart E-8)
Medical Service Corps lowest at 55.1 percent

Enlisted Occupational Group (range 25.0-63.7) (Chart E-9)
Crypto/Intelligence lowest at 25.0 percent

O. G. 7: Job Satisfaction

Paygrade Group (range 38.2-85.7) (Chart E-10)
E-3 and below lowest at 38.2 percent,
E-4 to E-6 at 48.3 percent

Officer Community (range 58.6-86.4) (Chart E-11)
Surface Warfare Officer lowest at 58.6 percent

Enlisted Occupational Group (range 42.0-64.6) (Chart E-12)
Surface Main Propulsion lowest at 42.0 percent

Marital Status (range 46.4-66.0)
Single lowest at 46.4 percent

Living Arrangements (range 31.2-74.6)
Shipboard lowest at 31.2 percent

Billet (range 49.4-69.0)
Sea duty lowest at 49.4

O. G. 8: Impact of Current Pay & Retirement on Decision to Remain in the Navy

Paygrade Group (range 23.5-72.0)
E-3 and below lowest at 23.5 percent,
E-4 to E-6 at 39.0 percent
O-1 to O-3 at 53.2 percent

Officer Community (range 48.9-75.3) (Chart E-13)
Surface Warfare Officer lowest at 48.9 percent

Enlisted Occupational Group (range 32.6-54.0) (Chart E-14)
Surface Hull/Electrician lowest at 32.6 percent

Marital Status (range 35.4-53.3)
Single lowest at 35.4 percent

Living Arrangements (range 27.8-62.0)
Shipboard lowest at 27.8 percent

O. G. 9: Satisfaction with the Navy

Paygrade Group (range 12.7-46.8) (Chart E-15)

E-3 and below lowest at 12.7 percent,

E-4 to E-6 at 13.0 percent

E-7 to E-9 26.7 percent

Officer Community (range 26.5-47.1) (Chart E-16)

Surface Warfare Officer lowest at 26.5 percent

Living Arrangements (range 10.1-32.6)

Shipboard lowest at 10.1 percent

O. G. 10: Downsizing

Paygrade Group (range 16.9-28.1) (Chart E-17)

Warrant Officer lowest at 16.9 percent,

O-4 and above at 17.7 percent

Officer Community (range 13.6-45.6) (Chart E-18)

Limited Duty Officer lowest at 13.6 percent

Enlisted Occupational Group (range 12.6-32.5)

Seabees lowest at 12.6 percent

Race (range 16.7-32.5) (Chart E-19)

Black lowest at 16.7 percent

O. G. 11: Women in Combat

Officer Community (range 35.9-60.8) (Chart E-20)

Nurse Corps lowest at 35.9 percent

O. G. 12: Command Events

Paygrade Group (range 63.7-94.4) (Chart E-21)

E-3 and below lowest at 63.7 percent,

E-4 to E-6 at 69.5 percent

Officer Community (range 83.0-95.5)

Surface Warfare Officer lowest at 83.0 percent

Enlisted Occupational Group (range 49.7- 65.8)

Aviation Mechanics lowest at 49.7 percent

Living Arrangements (range 58.5-80.8)

Bachelor quarters and Shipboard lowest at 58.5 and 58.7 percent, respectively

O. G. 13: Drug and Alcohol

Officer Community (range 16.0-47.7) (Chart E-22)

Limited Duty Officer lowest at 16.0 percent

Enlisted Occupational Group (range 15.2-37.5) (Chart E-23)

Surface Combat lowest at 15.2 percent

Race (range 18.5-38.6) (Chart E-24)

Black lowest at 18.5 percent

O. G. 14: AIDS and HIV

Paygrade Group (range 25.4-54.0)

O-1 to O-3 lowest at 25.4 percent,

O-4 and above at 26.0 percent

Officer Community (range 12.9-38.4) (Chart E-25)

Submarine lowest at 12.9 percent

Enlisted Occupational Group (range 21.8-54.4) (Chart E-26)

Crypto/Intelligence lowest at 21.8 percent

Living Arrangements (range 29.3-51.9)

Bachelor quarters highest at 51.9 percent

Billet (range 30.7-51.6)

Shore duty lowest at 30.7

Race (range 31.1-47.9) (Chart E-27)

White lowest at 31.1 percent (Chart E-10)

Correlates of Retention

Intention to remain in the Navy, as evidenced by responses to questions 97 and 104 of the NPS, was correlated with the various Opinion Gauges. This was done separately for enlisted and officer personnel.

Enlisted Intention to Remain

Table 2 contains correlations between expressions of intention to remain by enlisted personnel, and three Opinion Gauges: satisfaction with the Navy, job satisfaction, and Quality of Life in the Navy.

Table 2

**Correlates of Intention to Remain in the Navy:
Enlisted Personnel**

Intention to Remain	Correlate		
	Navy Satisfaction	Job Satisfaction	QOL
Plan to reenlist	.27	.41	.21
Will leave if receive separation pay	-.26	-.32	-.19
Will leave if civilian job available	-.30	-.30	-.20
Will stay until retirement	.29	.49	.25

Officer Intention to Remain

Table 3 contains correlations between intention to remain by officer personnel, and three Opinion Gauges: satisfaction with the Navy, job satisfaction, and Quality of Life in the Navy.

Table 3

**Correlates of Intention to Remain in the Navy:
Officer Personnel**

Intention to Remain	Correlate		
	Navy Satisfaction	Job Satisfaction	QOL
Will leave if receive separation pay	-.31	-.38	-.14
Will leave if civilian job available	-.34	-.35	-.16
Will stay until retirement	.29	.47	.11

Discussion

The discussion below is organized around the four topic areas: detailing and the assignment process, quality of life (QOL), organizational climate, and health issues. More specific topics will from time to time be addressed, but within the context of those topic areas. A final section addresses the correlational analyses focused on retention.

Detailing and the Assignment Process

This topic area involved a single Opinion Gauge, BUPERS ACCESS. The most immediate and readily apparent fact about BUPERS ACCESS is the low frequency of its usage by Navy people, whether enlisted or officer. Only 20.4 percent of the enlisted and 16.6 percent of the officers responding to the survey had used the system. Of those, 51.9 percent of the enlisted and 25.2 percent of the officers gave it a favorable rating.

In general, BUPERS ACCESS fares better with enlisted than officers. Within those two categories, most favorable responses were by E-4 to E-6s and E-7 to E-9s; junior enlisted, junior officers, and senior officer favorability ratings were much lower. These findings are substantiated by the distribution of responses within the enlisted occupational groups, where favorability ranged up to 71.5 percent, with many groups in the mid-40s to mid-60s range, whereas, in the officer communities, favorability ratings reached no higher than 45.9, and, with most communities showing favorability in the teens (one other community reached above 30 percent).

To sum up information about BUPERS ACCESS, the results of Question 45 in the survey (effectiveness of 10 methods for interacting with one's Detailer) can be cited. BUPERS ACCESS was ranked 8th out of 10 by enlisted and last (10th out of 10) by officers.

Quality of Life

Five Opinion Gauges were incorporated in this topic area. Favorability ratings varied widely among them. Three showed marked disparities between officer and enlisted respondents. Most consistently favored was shipboard recreational opportunities, enjoying positive endorsement by more than nine out of ten respondents, both officer (95.9%) and enlisted (91.4%). Subgroup comparisons revealed no differences at 15 percent or greater among any subgroups with a single exception: Medical/Dental in the enlisted occupational groupings, members of which gave a 77.0 percent favorability rating, still quite high, but uncharacteristically low vis-a-vis the others, which reached to 100 percent in many cases.

Also receiving nearly equal favorable endorsement, although at much lower levels, was Family Support Programs. Enlisted gave a 52.3 percent favorable rating, compared with the 57.5 percent favorable rating given by officers. Ratings such as these must be considered moderately low for a service function. Subgroup differences were few. Among officer communities, most favorable ratings were in the mid- to high-50s (percentages) with Medical Service Corps breaking the pattern, one of only two to rise above 60 percent. Five of the enlisted occupational groups slipped down into the 40s, with Surface Combat giving the lowest favorability rating, at 42.4 percent.

With respect to Personnel Support Detachments (PSDs), the difference between officer and enlisted widened considerably, with officers giving PSDs a favorability rating of 70.2 percent, enlisted giving them a 52.5 percent. Again, few subgroup differences of 15 percent or more were found. Among paygrade groups, E-3s and below were lowest of all, at 43.4 percent, the E-4s to E-6s were at 52.5 percent; senior enlisted, warrant officers, and junior officers were all in the mid- to high 60 percentages, with senior officers (O-4 and above) topping the favorability ratings at 71.6 percent. In the officer communities, the norm was for favorability ratings to be in the mid-60s percent range, with Supply Corps leading at 81.8 percent favorability, and Medical Service Corps trailing at 55.1 percent. And in the enlisted occupational groups, none fell to less than a 42 percent favorability endorsement except Crypto/Intelligence, which gave a low 25.0 favorability rating. What stands out here are the wide variations in rating PSDs among officer communities and enlisted occupational groups.

Favorability ratings on impact of living conditions on performance and retention varied even more widely among officer (67.5%) and enlisted (46.1%). Such results are not unexpected, given the differentials in pay and allowances between officer and enlisted, and given that many of the lower enlisted live in the barracks or on board a vessel. The differences are reflected in paygrade subgroups: E-3 and below gave the lowest ratings--30.1 percent, followed by E-4s to E-6s to 48.8 percent; senior enlisted and all officer subgroups had favorability ratings well into the 60 percentages. Marital status differences, again, are due largely to the most junior members (in this case both enlisted and officer) being housed in bachelor quarters, and sea vs. shore differences (with sea being much lower) are quite understandable. The only other subgroup difference was among enlisted occupational groups, where Surface Hull/Electrician gave only a 40.3 percent favorability rating; it had three companion groups in the low-40s, three in the high-40s, and the rest (five) were in the low- to mid-50s.

Overall Quality of Life was the last Opinion Gauge in this topic area. Sea duty (billet) and shipboard (living arrangements) gave the lowest favorability ratings among the subgroups (54.8% and 27.4%, respectively). Among the enlisted occupational groups, Surface Combat gave the lowest rating, at 42.6 percent; all other occupational groups were in the 40s and 50s, except for a single group breaking into 62.0 percent--the Seabees. It is between the officers and enlisted, however, that the differences in favorability ratings on overall QOL are most apparent. A full 31 percentage points separate the two: 81.4 percent for officers contrasting sharply with 49.9 percent for enlisted.

Organizational Climate

This topic area was addressed by six Opinion Gauges. Likelihood of remaining in the Navy despite downsizing, the gauge lowest in favorability ratings, showed little difference between officer (24.3%) and enlisted (23.2%). The most senior personnel, both officer and enlisted, provided the lowest ratings: E-7 to E-9 at 18.4 percent, and O-4 and above at 17.7 percent (warrant officers were lowest at 16.9%); although still not very high, other paygrade subgroups were more favorable (E-3 and below 27.6%, E-4 to E-6 35.6 percent, and O-1 to O-3 28.1%). Within the officer communities, Limited Duty Officers trailed at 13.6 percent, whereas, among the enlisted occupational groups, Seabees were lowest at 12.6 percent. Racial differences were also found on this gauge, with Whites giving downsizing a favorability rating of 23.1 percent, Blacks (lowest) a 16.7 percent, and Other a 32.5 percent.

The gauge, acceptance of women in combat roles, showed little variability in favorability ratings. Favorability was rather low among both officers (47.5%) and enlisted (42.3%) and, in both groups, there were large numbers of neutral responses. The only subgroup difference of 15 percent or more was found among the officer communities. For whatever reason, the Nurse Corps provided the lowest favorability rating, 35.9 percent.

Much wider variation in favorability ratings was found with respect to impact of current pay and retirement on decision to remain in the Navy. The 37.8 percent rating by enlisted respondents contrasted sharply with the 60.7 percent rating by officers. However, it is among paygrade subgroups that pronounced differences are found, differences which contribute to the apparent overall enlisted-officer disparity. Actually, E-7 to E-9 personnel gave a more favorable rating (60.3%) than did O-1 to O-3 (53.2%). O-4 and above scored very high, at 71.1 percent, and warrant

officers were highest at 72.0 percent. At the bottom were E-3 and below at 23.5 percent, with E-4--E-6 at 39.0 percent. Among officer communities, only two fell below the 50 percent mark, with Medical Corps the lowest at 44.9 percent. Enlisted occupational groups were all in the 30s and 40s (with Surface Hull/Electrician lowest at 32.6 percent), except for Seabees, who broke the pattern at 54.0 percent. Married respondents provided a much lower favorability rating--35.4 percent--than singles--53.3 percent. Shipboard was lowest (27.8%) among the living arrangements subgroups.

With the exception of O-4 and above, the largest percentage of responses was in the neutral category. This is also true among all but one officer community. A full 24 percentage points separated officer (38.5%) and enlisted (14.5%) on the Satisfaction with the Navy Opinion Gauge. E-3 and below were lowest at 12.7 percent, about equal to the E-4 to E-6 at 13 percent, and O-1 to O-3 were at 33.2 percent. Surface Warfare Officer was lowest among the officer communities, at 26.5 percent. By living arrangements, shipboard provided the lowest favorability rating, 10.1 percent.

Favorability was somewhat higher for job satisfaction than for satisfaction with the Navy, but, again, there was a large discrepancy between officer (74.1%) and enlisted (49.0%). There was wide variation by demographic variables. Among paygrade subgroups, favorability was lowest for E-3 and below (38.2%), with E-4 to E-6 at 48.3 percent. The Surface Warfare Officer community had the lowest favorability rating, 58.6 percent. Surface Main Propulsion had the lowest favorability rating among the enlisted occupational groups, 42.0 percent. Marital status made a difference, with singles giving the lowest favorability rating, 46.4 percent. By living arrangements, shipboard was lowest at 31.2 percent, and by billet, sea duty was lowest, at 49.4 percent.

Conduct of command events garnered the most favorable ratings in this topic area, but also found the greatest differences between officer and enlisted. The favorability rating given by officers, 88.1 percent, contrasts with the rating given by enlisted, 60.0 percent. E-3 and below were lowest, although not by far, at 63.7 percent, with E-4 to E-6 at 69.5 percent. Surface Warfare Officer was lowest among officer communities, at 83.0 percent; however, all officer communities were in the mid-80s or higher. Aviation Mechanics gave the lowest rating among enlisted occupational groups--49.7 percent. By living arrangements, bachelor quarters (58.5%) and shipboard (58.7%) trailed the other two subgroups.

Health Issues

On Amount of HIV and AIDS information received, enlisted scored higher in favorability than did officers, 41.8 percent as compared with 26.4 percent. And, among paygrade groups, officer subgroups of O-1 to O-3 (25.4%) and O4 and above (26.0%) scored lowest. Submarine was lowest among officer communities at 12.9 percent, and, among enlisted occupational groups, Crypto/Intelligence trailed with a 21.8 percent favorability rating. Bachelor quarters was much higher than other living arrangements, scoring 51.9 percent. Shore duty (at 30.7%) was lowest among billet types, and Whites were lowest among racial subgroups, at 31.1 percent.

The other Opinion Gauge in this topic area, drug and alcohol program policies, had much less variability in response patterns. Officers and enlisted provided almost equal favorability ratings, 28.0 percent and 24.6 percent, respectively. Limited Duty Officer was much lower than any other

officer community, at 16.0 percent, and Surface Combat trailed its comparison categories among enlisted occupational groups with a favorability rating of only 15.2 percent. Among the racial subgroups, Blacks were lowest with a rating of 18.5 percent.

Retention

Correlations between Quality of Life and intention to remain the Navy were of little import for officers. For enlisted respondents, the correlations were small: .21 for planning to reenlist, -.19 for separation pay, -.20 for available civilian job, and .25 for staying until retirement. Officer intentions to remain were even more weakly correlated with QOL: -.14 with separation pay, -.16 with available civilian job, and .11 with staying until retirement.

On the other hand, intention to stay is fairly strongly correlated with satisfaction with the Navy. For enlisted the correlation with planning to reenlist is .27. For both officers and enlisted a correlation of .29 was found between satisfaction with the Navy and staying until retirement. Correlations between leaving if separation pay were available were -.26 for enlisted and -.34 for officers; between satisfaction with the Navy and leaving if a civilian job were available, the correlations were -.30 for enlisted, -.34 for officers.

What stands out most strongly in the results of the correlational analyses are the strong positive correlations between intention to remain in the Navy until retirement, and job satisfaction ($r = .49$ for enlisted; $r = .47$ for officers). For enlisted, planning to reenlist is likewise strongly and positively correlated with job satisfaction ($r = .41$). Moderate correlations were also found between tendency to leave the Navy if separation pay were available and job satisfaction ($r = -.32$ enlisted, $r = -.38$ officer), and between tendency to leave if civilian job were available ($r = -.30$ enlisted, $r = -.35$ officer). Given the low favorability ratings given by a number of subgroups, these correlations take on added importance. Correlation is not causation; however, the indication is that satisfaction with the job has far greater impact on intention to remain in the Navy than does Quality of Life.

It must be noted that job satisfaction and satisfaction with the Navy correlate positively: .52 for enlisted, .46 for officers, and .52 for the Navy as a whole. What is not known is the directionality of influence. Does dissatisfaction with the job depress satisfaction with the Navy, or is it the other way around?

Conclusions

1. By the indices used in this study, officer quality of life is reasonably good; to further enhance it, attention should perhaps be directed toward improving living conditions and Family Support Programs.
2. Enlisted quality of life suffers most from poor living conditions; this should be the primary target of improvement efforts, augmented by efforts to improve Family Support Programs and the services of the Personnel Support Detachments.
3. With respect to organizational climate elements, most striking are the unfavorable ratings given by enlisted respondents to pay and retirement (37%) and satisfaction with the Navy (31%).

No element of organizational climate, with the exception of command events, exceeded 50 percent in favorability rating.

4. Pay and retirement received the highest unfavorability rating among officer respondents (17%); however, command events and job satisfaction both were positively endorsed by roughly three-fourths or more.

5. Women in combat received favorability ratings of 42 percent (enlisted) and 48 percent (officer); however, almost equal percentages of respondents gave neutral ratings (40% and 39%, respectively).

6. Officer satisfaction with the Navy reached only 39 percent favorability, with an even higher percentage (50%) being neutral on this topic.

7. The high percentages of neutral responses provided by both enlisted and officer respondents throughout the survey are striking; their meaning (i.e., whether they indicate reserved judgment or just apathy) can only be determined by further research.

8. Satisfaction with the Navy is a moderately important element in the decision to remain in the Navy, for both enlisted and officer personnel. Retention can perhaps be improved by directing efforts toward this issue.

9. The importance of job satisfaction to the intention to remain in the Navy implies that efforts to improve job satisfaction could result in better retention rates.

References

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- Wilcove, G. L. (November 1995). *Navy-wide Personnel Survey (NPS) 1994: Management report of findings* (NPRDC-TN-96-2). San Diego: Navy Personnel Research and Development Center.

Appendix A
1995 Navy-wide Personnel Survey

Navy-wide Personnel Survey 1995



Chief of Naval Personnel Washington, D.C. 20370-5000

PRIVACY ACT STATEMENT

Authority to request this information is granted under Title 5, U.S. Code 301 and Department of the Navy Regulations, Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1000-24, which expires on 30 Sept 1996. Personal identifiers will be used to conduct follow-on research.

PURPOSE: The purpose of this questionnaire is to collect data to evaluate existing and proposed Navy personnel policies, procedures, and programs.

ROUTINE USES: The information provided in this questionnaire will be analyzed by the Navy Personnel Research and Development Center. The data files will be maintained by the Navy Personnel Survey System at the Navy Personnel Research and Development Center, where they may be used to determine changing trends in the Navy.

ANONYMITY: All responses will be held in confidence by the Navy Personnel Research and Development Center. Information you provide will be considered only when statistically combined with the responses of others, and will not be identified with any single individual.

PARTICIPATION: Completion of this questionnaire is entirely voluntary. Failure to respond to any of the questions will NOT result in any penalties except possible lack of representation of your views in the final results and outcomes.

**Please use the last page of this questionnaire for any comments you wish to make.
Please complete the survey within the next 5 days and return it in the envelope
provided.**

If you have any questions, you may contact:

John Kantor

(619) 553-7651 or DSN 553-7651

FAX: (619) 553-9973

Navy Personnel Research and Development Center

Survey Operations Center

53335 Ryno Road

Code 122

San Diego, CA 92152-7250

THANK YOU FOR YOUR TIME AND EFFORT!

You have been randomly selected by computer to take part in this survey. Your participation is voluntary. Please take the time to give careful, frank answers. It should take about thirty minutes to complete the survey.

IMPORTANT INSTRUCTIONS

- * USE NO. 2 PENCIL ONLY.
- * Do NOT use ink, ballpoint or felt tip pens.
- * Erase cleanly and completely any changes you make.
- * Make black marks that fill the circle.
- * Do not make stray marks on the form.



CORRECT MARK: ●
INCORRECT MARK: ◐ ◑ ◒ ◓

For questions that look like the following, print the required information in the boxes provided. Then blacken the corresponding circles under the numbers or letters you printed.

EXAMPLE

1. How long have you been on active duty in the Navy?

Years		Months	
0	9	0	1
●	0	●	0
1	1	1	●
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	●	9	9

For questions that look like the next two examples, blacken the circle corresponding to the answer you selected.

EXAMPLE

2. What is your current military status?

- ☐ USN
☐ USNR
☒ USNR (TAR)
☐ USNR (265/TEMAC/Canvasser recruiter/ACDUTRA)

3. How much do you AGREE or DISAGREE with the following statements?

- a. Medical-care facilities are easily accessible at my command
 b. The accessibility of medical-care facilities has had an impact on my readiness
 c. I am satisfied with the quality of medical services I receive

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
●	○	○	○	○
○	○	●	○	○
○	●	○	○	○

BACKGROUND

PERSONAL

1. What is your gender?

- ☐ Male
- ☐ Female

The answers for Questions 2 and 3 are based on the standard DoD race and ethnic categories. If you are of mixed heritage, please select the racial and ethnic group with which you MOST closely identify.

2. What is your racial background?

- ☐ White
- ☐ Black/African American
- ☐ Asian/Pacific Islander
- ☐ American Indian
- ☐ Other

3. What is your ethnic background?

- ☐ Mexican, Chicano, Mexican-American
- ☐ Puerto Rican
- ☐ Cuban
- ☐ Other Spanish/Hispanic
- ☐ Japanese
- ☐ Chinese
- ☐ Korean
- ☐ Vietnamese
- ☐ Asian Indian
- ☐ Filipino
- ☐ Pacific Islander (Guamanian, Samoan, etc.)
- ☐ Eskimo/Aleut
- ☐ Other not listed above _____
- ☐ None of the above

4. What is your highest level of education?

- ☐ Less than high school completion/no degree
- ☐ Alternate degree/GED/home study/adult school certification
- ☐ High school degree graduate
- ☐ Some college, no degree
- ☐ Associate's degree or other 2 year degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate or professional degree

5. What is your religious preference?

- ☐ Catholic
- ☐ Protestant (Baptist, Methodist, Lutheran, etc.)
- ☐ Jewish
- ☐ Orthodox churches (Greek, Russian, etc.)
- ☐ Muslim
- ☐ Buddhist
- ☐ Mormon
- ☐ Wicca
- ☐ Other religion not listed _____
- ☐ No religious preference

6. What was your marital status when you first entered the Navy?

- ☐ Single and never married
- ☐ Married for the first time
- ☐ Remarried, was divorced once
- ☐ Remarried, was divorced two or more times
- ☐ Remarried, was widowed once
- ☐ Remarried, was widowed two or more times
- ☐ Legally separated or filing for divorce
- ☐ Legally separated or filing for divorce, was divorced before
- ☐ Divorced once
- ☐ Divorced twice
- ☐ Divorced three times
- ☐ Divorced four or more times
- ☐ Widowed

7. What is your current marital status?

- ☐ Single and never married
- ☐ Married for the first time
- ☐ Remarried, was divorced once
- ☐ Remarried, was divorced two or more times
- ☐ Remarried, was widowed once
- ☐ Remarried, was widowed two or more times
- ☐ Legally separated or filing for divorce
- ☐ Legally separated or filing for divorce, was divorced before
- ☐ Divorced once, now single
- ☐ Divorced twice, now single
- ☐ Divorced three times, now single
- ☐ Divorced four or more times, now single
- ☐ Widowed

- ☐ If you have NO SPOUSE, fill in the circle and skip to Question 11.

8. What is your spouse's employment situation?

- ☐ Active Duty Military
- ☐ Military Reserve
- ☐ Civil Service
- ☐ Civilian job, private sector
- ☐ Self-employed
- ☐ Retired
- ☐ Not employed, by choice (e.g., student)
- ☐ Not employed, but actively job hunting
- ☐ Not employed for other reasons (e.g., medical reasons) Specify _____

9. Is your spouse employed full-time or part-time? (Count military reserve status as part-time employment.)

- ☐ Does not apply/spouse is not employed
- ☐ Full-time
- ☐ Part-time

10. My spouse's contribution to our family income, relative to my contribution (excluding children's income) is:

- ☐ None, my spouse has no income
- ☐ Half or less than half of my contribution
- ☐ About three-fourths of my contribution
- ☐ About equal to my contribution
- ☐ Greater than my contribution

11. Do you have any family members enrolled in DEERS? (SELECT ALL THAT APPLY.)

- ☐ No, I have no family members enrolled in DEERS
- ☐ Spouse (non-military)
- ☐ Child(ren) living with me
- ☐ Child(ren) not living with me
- ☐ Child(ren) living part-time with me (i.e., joint custody with ex-spouse)
- ☐ Legal ward(s) living with me
- ☐ Parent(s) or other living relative(s)

12. How many of your children enrolled in DEERS under the age of 21 live in your household? (Include children for whom you have joint custody.)

- ☐ If you have NO children/NO children under 21 years of age living in your household, fill in the circle and skip to Question 13.

AGE GROUP OF CHILDREN

NUMBER OF CHILDREN IN AGE GROUP

- | | 1 | 2 | 3 | 4 | 5 |
|---------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Under 6 weeks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. 6 wks through 12 mos | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. 13 through 24 mos | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. 25 through 35 mos | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. 3 through 5 yrs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. 6 through 9 yrs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. 10 through 12 yrs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. 13 through 15 yrs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. 16 yrs to under 21 yrs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

13. Do you or any of the family members in your household qualify for assistance from any of the following sources? (SELECT ALL THAT APPLY.)

- ☐ No, don't qualify for any assistance
- ☐ Food stamps
- ☐ Food Locker
- ☐ SHARE Program
- ☐ Woman Infant Children Assistance (WIC)
- ☐ Don't know if qualified for any assistance

14. Are you or any of the family members in your household currently receiving assistance from any of the sources listed below? (SELECT ALL THAT APPLY.)

- ☐ No, don't receive any assistance
- ☐ Food stamps
- ☐ Food Locker
- ☐ SHARE Program
- ☐ Woman Infant Children Assistance (WIC)
- ☐ Don't know if receiving any assistance

15. Were one or more of your parents, step-parents, or guardians on Active Duty in the military at any time while you were growing up (prior to your 18th birthday)? (SELECT ALL THAT APPLY.)

- ☐ No
- ☐ Yes, Navy
- ☐ Yes, Marine Corps
- ☐ Yes, Air Force
- ☐ Yes, Army
- ☐ Yes, Coast Guard

16. Are you accompanied by the family members in your household on your present assignment?

- ☐ Does not apply/no family members
☐ Yes, accompanied
☐ Temporarily unaccompanied (family members will join me later)
☐ Permanently unaccompanied because it was required for the billet
☐ Permanently unaccompanied because family members were not command sponsored (overseas tour)
☐ Permanently unaccompanied by choice

Answer Question 17 only if you selected this option. Otherwise, skip to Question 18.

17. Which reasons BEST describe why you are permanently unaccompanied by family members in your household?
 (SELECT UP TO THREE ANSWERS.)

- ☐ Spouse employment
☐ Home ownership
☐ Availability of military family housing
☐ Availability of civilian housing
☐ Cost of civilian housing
☐ Spouse's education
☐ Children's schools
☐ Ties to the community
☐ Family members prefer to remain in another location
☐ Costs associated with moving
☐ Your work schedule
☐ Availability of health care and education services for special needs
☐ Availability of activities/facilities for family members/child care
☐ Inadequate time to make moving arrangements
☐ Length of new duty assignment
☐ Personal reasons
☐ Other

CAREER

18. How long have you been on Active Duty in the Navy? (Count the time from the day you were sworn in.)

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

19. What is your current military status?

- ☐ USN
☐ USNR
☐ USNR (TAR)
☐ USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

20. What is your paygrade?

- | | | |
|---------------------------|----------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> W-1 | <input type="radio"/> O-1 |
| <input type="radio"/> E-2 | <input type="radio"/> W-2 | <input type="radio"/> O-2 |
| <input type="radio"/> E-3 | <input type="radio"/> W-3 | <input type="radio"/> O-3 |
| <input type="radio"/> E-4 | <input type="radio"/> W-4 | <input type="radio"/> O-4 |
| <input type="radio"/> E-5 | | <input type="radio"/> O-5 |
| <input type="radio"/> E-6 | | <input type="radio"/> O-6 |
| <input type="radio"/> E-7 | <input type="radio"/> O-1E | <input type="radio"/> O-7 or above |
| <input type="radio"/> E-8 | <input type="radio"/> O-2E | |
| <input type="radio"/> E-9 | <input type="radio"/> O-3E | |

21. How long have you been in your current paygrade?

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

22. What is your designator?

☐ Does not apply/I am enlisted

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

23. If you are a Chief Petty Officer, Petty Officer, or an officially DESIGNATED STRIKER (qualified to wear the striker rating badge), what is your general rating?

☐ Does not apply/I am an officer
☐ Not rated/not designated striker

A	A	A
B	B	B
C	C	C
D	D	D
E	E	E
F	F	F
G	G	G
H	H	H
I	I	I
J	J	J
K	K	K
L	L	L
M	M	M
N	N	N
O	O	O
P	P	P
Q	Q	Q
R	R	R
S	S	S
T	T	T
U	U	U
V	V	V
W	W	W
X	X	X
Y	Y	Y
Z	Z	Z

24. Are both males and females assigned to your present command?

☐ Yes
☐ No

25. What is your current billet?

☐ Sea duty
☐ Shore duty
☐ Other (e.g., neutral duty, Duty Under Instruction)

26. To what type of ship/activity are you currently assigned?

(IF APPLICABLE, SELECT ALL THAT APPLY.)

☐ Shore or Staff Command
☐ Afloat staff
☐ Training Command
☐ Aviation Squadron (deployed to ships)
☐ Aviation Squadron (deployed to shore)
☐ Carrier based A/C Squadron/Detachment
☐ Aircraft Carrier (other than carrier based A/C Squadron/Detachment)
☐ Cruiser
☐ Destroyer types (includes frigates)
☐ Minecraft
☐ Submarine
☐ Tender/Repair ship
☐ Reserve Unit
☐ Service Force ship
☐ Amphibious ship
☐ Amphibious craft
☐ Other _____

27. In which FLEET are you now homeported?

☐ Does not apply
☐ 2nd Fleet, Atlantic
☐ 3rd Fleet, Pacific
☐ 6th Fleet, Mediterranean
☐ 7th Fleet, Far East
☐ Don't know

28. What is the geographical location of your current assignment? (If deployed, where are you homeported or based?)

☐ Alaska or Hawaii
☐ CONUS (continental U.S., excluding Alaska and Hawaii)
☐ Europe
☐ Far East
☐ Caribbean
☐ Middle East
☐ South or Central America
☐ Other _____

29. What is the zip code of your current DUTY STATION? (Duty station zip can be found on the envelope in which you received this survey.)

0	0	0	0	0	---	0	0	0	0
1	1	1	1	1	---	1	1	1	1
2	2	2	2	2	---	2	2	2	2
3	3	3	3	3	---	3	3	3	3
4	4	4	4	4	---	4	4	4	4
5	5	5	5	5	---	5	5	5	5
6	6	6	6	6	---	6	6	6	6
7	7	7	7	7	---	7	7	7	7
8	8	8	8	8	---	8	8	8	8
9	9	9	9	9	---	9	9	9	9

30. In which of the following sources do you find most of your general information about the Navy? (SELECT ONE ANSWER.)
- ☐ Navy produced information sources (your base/station newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)
 - ☐ Externally produced information sources (Navy Times or other Navy focused publications)
 - ☐ Local or national newspaper
 - ☐ Local or national television
31. Where do you find most of your information about Navy personnel policies and programs which affect you? (SELECT ONE ANSWER.)
- ☐ Navy produced information sources (your base/station newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)
 - ☐ Externally produced information sources (Navy Times or other Navy focused publications)
 - ☐ Local or national newspaper
 - ☐ Local or national television

32. How much do you AGREE or DISAGREE with the following statements?

- a. Women have the ability to successfully carry out the duties of their combat roles in the Navy
- b. Women are fully accepted in their combat roles in the Navy

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Does not apply

DETAILING AND ASSIGNMENT PROCESS

33. How far in advance of your last Projected Rotation Date (PRD) did you first contact your detailer?
- ☐ Not applicable, transferred from another command
 - ☐ 1 to 30 days
 - ☐ 31 to 60 days
 - ☐ 61 to 90 days
 - ☐ 91 days to 6 months
 - ☐ More than 6 months
34. How far in advance of your last PRD did you negotiate your orders?
- ☐ Not applicable
 - ☐ 1 to 30 days
 - ☐ 31 to 60 days
 - ☐ 61 to 90 days
 - ☐ 91 days to 6 months
 - ☐ More than 6 months
35. How many assignment choices were available to you on your first call to your detailer?
- ☐ Not applicable
 - ☐ More than 4
 - ☐ 4
 - ☐ 3
 - ☐ 2
 - ☐ 1
 - ☐ None, told to call back at the next requisition date
36. How far in advance of your last change of station or actual rotation date did you receive your orders?
- ☐ Not applicable
 - ☐ 1 to 30 days
 - ☐ 31 to 60 days
 - ☐ 61 to 90 days
 - ☐ 91 days to 6 months
 - ☐ More than 6 months
 - ☐ Did not receive orders in advance
37. Were your last orders issued early enough to allow you to complete preparations for your PCS move?
- ☐ Move not required, new duty station was in same geographic location
 - ☐ Yes
 - ☐ No
 - ☐ Not applicable

38. What type of duty did you have at your previous command?

- ☐ Not applicable
- ☐ Sea/shore rotation
- ☐ "A" School
- ☐ LIMDU
- ☐ HUMS assignment
- ☐ Other _____

39. Did you use the Job Advertising and Selection System (JASS) to negotiate your current assignment?

- ☐ Yes
- ☐ No
- ☐ Don't know

40. How important is homesteading (i.e., remaining in the same geographic location for subsequent tours) to you?

- ☐ Very important
- ☐ Important
- ☐ Neither important nor unimportant
- ☐ Unimportant
- ☐ Very unimportant

41. Do you feel there is a conflict between homesteading and maintaining a promotable career path?

- ☐ Yes
- ☐ No

42. How effective is your detailee in resolving conflicts between your personal desires and the needs of the Navy?

- ☐ Very effective
- ☐ Effective
- ☐ Not very effective
- ☐ Does not apply

43. When choosing your last assignment, what was your primary concern?

- ☐ Future promotability
- ☐ Type of duty
- ☐ Geographic location
- ☐ Platform
- ☐ Spouse's collocation
- ☐ Other _____

If you have not used BUPERS ACCESS, or the next question does not apply, fill in the circle and skip to Question 45. ☐

44. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the extent you AGREE or DISAGREE with each of the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. The system is easy to use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The system gave me the information I needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The system made it easier to communicate with my detailee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The system has reduced the number of calls I make to my detailee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. How effective do you feel each of the following methods is for interacting with your detailee?

	Very effective	Effective	Neither	Ineffective	Very ineffective	Don't know/never use it
a. Preference Card/form	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Enlisted Personnel Action Request (NAVPERS 1306/7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Letter/FAX	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Telephone (normal detailing hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Telephone (AM/PM detailing hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Personal visit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Detailee field trip	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. BUPERS ACCESS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Naval message	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Command Career Counselor/Representative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- ☐ Yes
- ☐ No

- (SELECT ALL THAT APPLY.)

- ☐ Does not apply/would not extend for any incentive

Yes No

○ ○



○ ○

- ☐ Does not apply/do not receive sea pay
☐ Strongly agree
☐ Agree
☐ Neither agree nor disagree
☐ Disagree
☐ Strongly disagree

Use the last page of the questionnaire to make any comments you wish about the Detailing and Assignment Process.

SERVICE MEMBER AND FAMILY SUPPORT PROGRAMS

- ☐ Major homeports (CONUS)
- ☐ Isolated CONUS sites
- ☐ Isolated overseas sites
- ☐ Overseas major installations
- ☐ No opinion

- B. If you marked "Not Used" in Section A, please indicate in Section B the MOST important reason why you did not use that program/service.**

- a. Deployment Support Programs
- b. Family Service Center (FSC) Counseling (personal, family, marital)
- c. Exceptional Family Member (EFM) Program
- d. FSC Relocation Assistance Program (RAP)
- e. Transition Assistance Management Program (TAMP)
- f. Sexual Assault Victim Assistance Program
- g. Housing Referral Services
- h. Housing Management Services
- i. FSC Family Education Programs
- j. New Parent Support Team
- k. Family Service Centers-overall
- l. Spouse Employment Assistance Program (SEAP)
- m. Family Advocacy Program (FAP)
- n. Personal Financial Management (PFM)

10

2

Reason Not Used

A

Quality

Very Good	Good	Average	Below Average	Poor
-----------	------	---------	---------------	------

Never
Four

Never heard

feeding

Case 1:10-cv-00001

Services

Service

able
with so

10/10

1

1

51. How much do you **AGREE** or **DISAGREE** with the statements that follow about Service Member and Family Support programs/services you have used **WHILE IN THE NAVY?** (For a brief listing of services, see Question 50.)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Does not apply/have not used
a. Navy Service Member and Family Support services improve the quality of life for me/my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am satisfied with the quality of Service Member and Family Support services in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I am satisfied with the availability of Service Member and Family Support services in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. How often do you have trouble paying your bills?

- ☐ Never
☐ Seldom
☐ Occasionally
☐ Usually
☐ Always

53. How much of an emergency fund (cash deposited in a savings institution immediately available for emergencies) do you keep available?

- ☐ None
☐ One pay period
☐ One months pay
☐ Two months pay
☐ Three or more months pay

54. Do you know who your Command or Divisional Financial Specialist is?

- ☐ Yes
☐ No

55. Does your Command or Divisional Financial Specialist conduct regular training on financial subjects?

- ☐ Yes, more than twice a month
☐ Yes, every month
☐ Yes, once every six months
☐ No
☐ Does not apply/don't know

56. From the following list of financial topics, select those important to you in contributing to your financial security. (SELECT ALL THAT APPLY.)

- ☐ Car buying strategies
☐ College savings
☐ Retirement
☐ Home buying
☐ Budgeting
☐ Garnishment
☐ Debt management
☐ Investments
☐ Military pay structure
☐ Major purchasing strategies

MORALE, WELFARE and RECREATION (MWR) and HOUSING

If you are not serving on a ship, skip to Question 59.

57. To what degree would your quality of life **ON BOARD SHIP** be reduced if the following shipboard recreation program activities or services were not available?

	Not reduced	Somewhat reduced	Reduced	Greatly reduced	Does not apply/have not used
a. Fitness equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Fitness activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Entertainment tickets/local tours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Board/table games	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Recreation/sports gear issue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Base recreation activities when in port	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Lounges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

58. From the following list of **SHIPBOARD** recreation programs, select those **IMPORTANT** to you in contributing to your quality of life. (SELECT UP TO 4 ANSWERS.)

- ☐ Tours ashore - homeport
☐ Tours ashore - liberty port
☐ Discount tickets/ticket issues
☐ Gear issue
☐ Special events in port
☐ Special events underway
☐ Sports and athletics
☐ Video games
☐ Leisure reading
☐ Computers for personal use
☐ TV/movie entertainment
☐ Leisure/skills development
☐ Exercise/physical fitness
☐ Board games
☐ Listening to music

59. Which **BEST** describes your current living arrangements?
- ☐ Military family housing
 - ☐ Government-leased housing in the civilian community
 - ☐ Personally-/shared-owned housing in the civilian community
 - ☐ Shared rental housing in the civilian community
 - ☐ Personally-rented housing in the civilian community
 - ☐ Personally-rented space to park mobile home owned by service member
 - ☐ On a ship
 - ☐ Bachelor's Quarters (BQ)
 - ☐ Other (please describe) _____

60. If you are shore based and live in Bachelor's Quarters, would you voluntarily move off-base if you were offered BAQ/VHA?

- ☐ a. Definitely would
- ☐ b. Probably would
- ☐ c. Don't know
- ☐ d. Probably would not
- ☐ e. Definitely would not
- ☐ f. Does not apply

61. If your answer to Question 60 was a, b, or c, what is the most important reason?

- ☐ Did not consider it
- ☐ PRD
- ☐ Crime
- ☐ Too expensive
- ☐ Transportation problem
- ☐ Availability problem
- ☐ Selected for advancement
- ☐ Separating from the Navy
- ☐ Other _____

62. If you were stationed aboard a ship and were offered the opportunity to move into the BQ, would you be willing to move?
(SELECT ONLY ONE ANSWER.)

- ☐ a. Definitely would
- ☐ b. Probably would
- ☐ c. Don't know
- ☐ d. Probably would not
- ☐ e. Definitely would not

63. If your answer to Question 62 was a, b, or c, what is the most important reason?

- ☐ Did not consider it
- ☐ PRD
- ☐ Crime
- ☐ Too expensive
- ☐ Transportation problem
- ☐ Availability problem
- ☐ Selected for advancement
- ☐ Separating from the Navy
- ☐ Other _____

64. I prefer government family housing over BAQ/VHA.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

65. When your ship is in homeport, where would you prefer to live?

- ☐ Not applicable
- ☐ Onboard ship
- ☐ Barracks
- ☐ Navy housing
- ☐ Civilian housing
- ☐ Other _____

66. When your ship is in port, why do you choose to live onboard ship, instead of living in the barracks?

- ☐ Does not apply/I do live in the barracks
- ☐ Does not apply/I live off-base
- ☐ I am a geographic bachelor
- ☐ Barracks not available
- ☐ I prefer to live onboard ship
- ☐ I have no choices because of my duty assignments
- ☐ I am not authorized

67. How much do you **AGREE** or **DISAGREE** with the following statements:

- a. My present living arrangements are having a positive effect on my job performance
- b. My present living arrangements are having a positive effect on my decision to stay in the Navy
- c. In general, I can afford the things I or my family need(s)
- d. Overall, I am satisfied with my quality of life

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have **NO CHILDREN**, FILL IN THIS CIRCLE AND SKIP TO QUESTION 76. ☐

ATTENTION SURVEY RESPONDENT

**PLEASE NOTE THESE CORRECTIONS TO
QUESTIONS 61 AND 63 ON PAGE 12**

QUESTION 61 SHOULD READ:

61. If your answer to Question 60 was c, d, or e, what is the most important reason?

QUESTION 63 SHOULD READ:

63. If your answer to Question 62 was c, d, or e, what is the most important reason?

68. How **IMPORTANT** to you are the Navy sponsored **YOUTH** (ages 6-17) recreation programs listed below?

	Very important	Important	Neither important/unimportant	Unimportant	Choose not to participate	Don't know about	Not available to me
a. Before/after school programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sports and fitness programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Recreational/social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Day camps	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Personal development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Teen programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

69. How **SATISFIED** are you with the overall quality of these Navy sponsored **YOUTH** (ages 6-17) recreation programs at your base?

	Very satisfied	Satisfied	Somewhat satisfied	Somewhat dissatisfied	Dissatisfied	Very dissatisfied	Choose not to participate	Don't know about	Not available to me
a. Before/after school programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sports and fitness programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Recreational/social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Day camps	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Personal development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Teen programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CHILD CARE

If you have **NO CHILDREN WHO REQUIRE CHILD CARE**, fill in this circle and skip to Question 76. ☐

If you have children living with you part-time (i.e., joint custody with ex-spouse), answer the following questions based on the time you have children living **WITH** you.

70. Who is the **PRIMARY** caregiver for your youngest child during your regular work day/shift? (**SELECT ONE ANSWER.**)

- ☐ Spouse, by choice
- ☐ Spouse, not by choice
- ☐ Military Child Development Center
- ☐ Base-operated family home care program
- ☐ Private licensed facility
- ☐ Civilian operated family home care
- ☐ At-home employee (nanny, au pair, etc.)
- ☐ Relative/older siblings
- ☐ Friend
- ☐ Other _____
- ☐ I currently have no arrangements/I have a child care problem

71. If you are **NOT** using military child care centers or family home care, why not? (**SELECT ONE ANSWER.**)

- ☐ Does not apply/I am using such care
- ☐ Do not need it/I have other arrangements
- ☐ Service is not available/I am not aware of such service
- ☐ Center and family home care have a waiting list
- ☐ Location of center is not convenient
- ☐ Quality of care available is substandard
- ☐ Restricted hours/no overnight care
- ☐ Too expensive
- ☐ Other _____

72. How often do child care needs interfere with your ability to perform your job?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Very often

73. In what way do child care needs interfere with your performance? (**SELECT THE MOST IMPORTANT ANSWER.**)

- ☐ Does not apply/do not interfere
- ☐ Distractions while on duty
- ☐ Miss work
- ☐ Late for work
- ☐ Must leave early
- ☐ Limits billet choices
- ☐ Needs cause friction with coworkers/supervisors
- ☐ Raises general stress level/anxiety
- ☐ Other _____

74. I am satisfied with my current child care arrangements.

- ☐ Does not apply/have not used
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

75. I am satisfied with the Navy's child care system.

- ☐ Does not apply/have not used
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

VOLUNTARY EDUCATION

76. Have you ever used the Navy's Voluntary Education Program (Navy Campus, Tuition Assistance, Program for Afloat College Education, Functional Skills, DANES, etc.)?

- ☐ Yes
- ☐ No
- ☐ Don't know

77. Which of the following BEST describes how you feel you should be able to use Tuition Assistance?

(SELECT ONE ANSWER.)

- ☐ I should only be able to take courses in a degree program related to my Navy rating/subspecialty
- ☐ I should be able to take courses I need to earn any degree
- ☐ I should be able to take whatever courses I want, even if they are not part of a degree program

78. How do you rate PACE computer interactive programmed instruction college courses?

- ☐ Not used/no access to it
- ☐ Not used/no experience
- ☐ Never heard of it
- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor
- ☐ Very poor

79. If you are stationed at a site which does not have an education specialist or an education center, which of the following would be most useful to you for getting educational information? (SELECT ONE ANSWER.)

- ☐ Does not apply/there is an educational center at my base
- ☐ Kiosk information
- ☐ Computer bulletin board
- ☐ Telephone hotline
- ☐ BUPERS ACCESS
- ☐ Other _____

NAVY SPONSOR PROGRAM

80. How do you rate the Sponsor Forum on BUPERS ACCESS?

- ☐ Not used/no access to it
- ☐ Not used/no experience
- ☐ Never heard of it
- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor
- ☐ Very poor

81. Have you served as a sponsor at your present command?

- ☐ Yes
- ☐ No (skip to Question 83)

82. How would you rate the formal sponsor training you received to prepare you to serve as a sponsor?

- ☐ I did not receive any formal sponsor training
- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor
- ☐ Very poor

83. Where was the sponsor training provided?

- ☐ No training provided
- ☐ Family Service Center
- ☐ My present command with command instructors
- ☐ My present command with Family Service Center instructors
- ☐ Other _____

84. Does your present command formally recognize sponsors for a job well done?

- ☐ Don't know/not aware of
- ☐ Very often
- ☐ Often
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

85. How satisfied were you with the assistance from the sponsor assigned to you during your PCS transfer to your present command?

- ☐ I did not want a sponsor
- ☐ I was not assigned a sponsor
- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

86. Did any of the following occur during your last PCS transfer?

(SELECT ALL THAT APPLY.)

- ☐ I was not assigned a sponsor
- ☐ Sponsor transferred before I arrived
- ☐ I did not receive welcome package
- ☐ I did not receive a letter from the command
- ☐ Sponsor did not meet me on arrival
- ☐ Sponsor did not help me
- ☐ None of these occurred

**PERSONNEL SUPPORT DETACHMENT
(PSD) and TRANSPORTATION**

87. How would you evaluate each of the following?

	Very good	Good	Fair	Poor	Very poor	Does not apply/have not used
a. Your experience with your servicing Personnel Support Detachment (PSD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The interaction between your command Pay/Personnel Administrative Support System (PASS) Liaison Representative (PLR) and the PSD	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. On ship, your Personnel/Dispursing Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

88. The transportation support provided by the Navy Passenger Transportation Office (NAVPTO) is responsive to my needs.

- ☐ Does not apply/I have not used/not familiar with NAVPTO
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

89. My TAD/TDY travel claim was processed in a timely manner.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

90. I was able to obtain a military ID card for myself and/or my family members at a convenient time and place.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Use the last page of the questionnaire to make any comments you wish about Quality of Life, including Service Member and Family Support Programs, MWR/Housing, Child Care, Voluntary Education, Navy Sponsor Program, and PSD/Transportation.

ORGANIZATIONAL CLIMATE

JOB SATISFACTION

91. How much do you **AGREE** or **DISAGREE** with the following statements?

- a. I am satisfied with the quality of leadership at my command
- b. My command supports command events
- c. I am generally satisfied with my current job
- d. In general, I like the work I do in the Navy
- e. I am satisfied with my physical working conditions
- f. I am satisfied with my career development
- g. I enjoy my career in the Navy
- h. I am glad I chose to join the Navy instead of other alternatives I was considering

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

92. How much do you **AGREE** or **DISAGREE** with the following statements?

- a. I think I am adequately paid for the job I do
- b. The amount I am paid is an important reason for me to stay in the Navy
- c. The amount I would receive as retirement pay is an important reason for me to stay in the Navy until retirement

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

93. Meeting all my career path commitments in a timely fashion helped my career in the Navy.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Does not apply/have not met commitments yet
- ☐ Does not apply/did not or could not meet commitments in a timely fashion

94. Inability to meet all required career path commitments will limit my future career opportunities.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Does not apply/have met all career path commitments

95. I feel that graduate education or subspecialty development is important for future Navy career opportunities.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

96. I feel my current career path has given me enough time to become proficient in the type of work I do.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

97. What are your current Navy career plans?

- ☐ Definitely decided to stay in the Navy at least until eligible to retire
- ☐ Probably will stay in the Navy at least until eligible to retire
- ☐ Don't know if I will stay in the Navy until eligible to retire
- ☐ Probably will not stay in the Navy until eligible to retire
- ☐ Definitely will not stay in the Navy until eligible to retire
- ☐ Eligible to retire now and have decided to leave
- ☐ Eligible to retire now, but have made no decision to leave
- ☐ Eligible to retire now and want to stay
- ☐ Not being allowed to stay until retirement
- ☐ Undecided

98a. What were your Navy career plans ONE YEAR AGO?

- ☐ Definitely decided to stay in the Navy at least until eligible to retire
- ☐ Probably would stay in the Navy at least until eligible to retire
- ☐ Didn't know if I would stay in the Navy until eligible to retire
- ☐ Probably would not stay in the Navy until eligible to retire
- ☐ Definitely would not stay in the Navy until eligible to retire
- ☐ Was eligible to retire and had decided to leave
- ☐ Was eligible to retire, but had made no decision to leave
- ☐ Was eligible to retire, but wanted to stay
- ☐ Not allowed to stay until retirement
- ☐ I was not in the Navy 12 months ago
- ☐ Undecided

98b. If your plans changed, why? _____

99. How SATISFIED or DISSATISFIED are you with the following aspects of your career?

- a. Promotion/advancement opportunities
- b. Family separation
- c. Pay (basic)
- d. Quality of leadership/management
- e. Quality of "Navy life"
- f. Quality of sea life
- g. Performance evaluation
- h. Job security

Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

100. Which of the following would be your MOST important reason for leaving or thinking of leaving the Navy?

- ☐ Promotion/advancement opportunities
- ☐ Family separation
- ☐ Pay (basic)
- ☐ Quality of leadership/management
- ☐ Quality of "Navy life"
- ☐ Quality of sea life
- ☐ Performance evaluation
- ☐ Job security

☐ If you are an Officer, fill in the circle and skip to Question 104.

101. Will you be taking a reenlistment action within the next 12 months?

- ☐ Yes
- ☐ No

102. How likely is it that you will reenlist at your next decision point?

- ☐ Very likely
- ☐ Likely
- ☐ Undecided
- ☐ Unlikely
- ☐ Very unlikely

103. What influence did the Selective Reenlistment Bonus (SRB) have on your LAST decision to reenlist?

- ☐ Does not apply/am serving my first enlistment
- ☐ SRB not available in my rate
- ☐ No influence at all
- ☐ Minimal influence
- ☐ Significant influence

FORCE REDUCTION and BASE CLOSURE ISSUES

104. How much do you AGREE or DISAGREE with the following statements?

- a. Downsizing is being carried out in a way that is fair to all members, including women and racial minorities
- b. Rightsizing tools (SERB, TERA, ENCORE) are aimed at the correct groups
- c. As a result of downsizing, the best-performing people will leave the Navy
- d. After downsizing, the Navy will be capable of carrying out its mission efficiently and effectively
- e. I expect to spend significantly more time at sea on my next tour due to decreased manning levels
- f. Downsizing has decreased my level of job satisfaction

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Does not apply/don't know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

104. cont'd.

How much do you AGREE or DISAGREE with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Does not apply/don't know
g. I am less likely to choose to stay in the Navy until eligible to retire because of downsizing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I would be more likely to leave the Navy if the support programs are reduced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Regardless of my performance, I expect to be separated/retired before I would have chosen to leave the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The value of the retiree's benefits is declining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. I expect that my family and I will have full access to military medical care when I retire	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. If retirement benefits are reduced, I would consider leaving the Navy prior to retirement eligibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. My civilian friends understand and respect the job I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. I feel the public strongly supports the military and its mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. If offered a separation bonus (e.g., VCI, SSP), early retirement, or other financial incentive to leave the Navy before my current enlistment/obligation is up, I would accept it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. My command's mission requirements have decreased in proportion to its reduced manning levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. My unit's mission requirements have increased as a result of downsizing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. My workload has increased as a result of downsizing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Downsizing will delay my advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. I would leave the Navy at the end of my current enlistment/obligation if suitable civilian employment were available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

105. Are you currently assigned at a base or on a ship which will close/be decommissioned due to downsizing DURING your tour there?

- ☐ Yes
☐ No
☐ Don't know

NAVY CORE VALUES

106. How much do you AGREE or DISAGREE with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. People should always tell the truth even though it may hurt them or other people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sometimes you have to bend or break the rules in order to get the job done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Responsibility is a key quality of an effective sailor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. It is important that people know and do their jobs well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Being a team player is more important than individual accomplishment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Loyalty to the Navy is ultimately more important than loyalty to my peers, subordinates, and superiors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Concern for the well-being of shipmates is important	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Everyone should serve his or her country in some way or another	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. People should always report others who engage in sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. When faced with difficult ethical, moral, and/or life choices, people should rely on their religious/spiritual faith in their decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

COMMAND EVENTS

107. How much do you AGREE or DISAGREE with the following statements about conduct at command events? These are events intended to promote good morale and social interaction (e.g., initiations, hail-and-farewells, promotion ceremonies, and command picnics).

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know/don't attend events
a. Excessive use of alcohol by participants and guests at command events is not tolerated at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sexually suggestive activities, props, costumes, skits, gags, or gifts are not tolerated at command events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Command members are not pressured to participate in command events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Command events are conducted in a manner which upholds high professional standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Participants are involved in the planning of command events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Use the last page of the questionnaire to make any comments you wish about Organizational Climate, including Job Satisfaction, Force Reduction and Base Closures, and Command Events.

HEALTH ISSUES

NAVY DRUG/ALCOHOL AND OBESITY PROGRAM POLICIES

108. Attendance at Alcohol and Drug Abuse for Managers/Supervisors (ADAMS) for E-6 and above personnel is encouraged at my command.

- ☐ ADAMS is not available at my command
☐ Don't know
☐ Strongly disagree
☐ Disagree
☐ Neither agree nor disagree
☐ Agree
☐ Strongly agree

109. How much do you AGREE or DISAGREE with the following statements on the Navy's drug/alcohol and obesity policies?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. Existing regulations on the use and abuse of alcohol should be more strictly enforced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Penalties for the abuse of alcohol at my command are sufficient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. At my command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. At my command, the difference between alcohol use and alcohol abuse is clearly understood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Treatment for problems related to alcoholism and alcohol abuse has a negative effect on a member's Navy career (e.g., makes it more difficult to obtain choice assignments, receive promotions, and be retained in the Navy)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. There is immediate intervention and referral to treatment for those with alcohol problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Alcohol abuse awareness and deglamorization/education efforts are important at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

109. cont'd

How much do you **AGREE** or **DISAGREE** with the following statements on the Navy's drug/alcohol and obesity policies?

- h. I have access to enough nutrition information to make healthy food choices
- i. There is immediate intervention and referral to treatment for those with obesity/compulsive overeating problems

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HEALTH PROMOTION PROGRAMS

110. How much do you **AGREE** or **DISAGREE** with the following statements about health promotion programs?

- a. A tobacco user can get assistance in quitting tobacco use
- b. My command enforces the restricted-smoking policy
- c. Physical Training periods on duty time should be required
- d. The use of healthy stress management/stress reduction skills is encouraged at my command
- e. Individuals believed to be suicidal can get counseling at my command
- f. I would exercise more if time were provided in my work schedule

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

111. What are the most important reasons you exercise on a regular basis (at least three times a week)?

(SELECT UP TO TWO ANSWERS.)

- ☐ I do not exercise on a regular basis
- ☐ To pass/do well on the PRT
- ☐ To control my weight
- ☐ To become/remain fit and healthy
- ☐ To reduce stress/make me feel better
- ☐ For the enjoyment of participating in sports
- ☐ Regular exercise is required at my command

112. What are the most important reasons for you to stop using tobacco products?

(SELECT UP TO TWO ANSWERS.)

- ☐ Does not apply/I do not use tobacco products
- ☐ I am not trying/do not plan to stop using tobacco products
- ☐ Expense of tobacco products
- ☐ Peer pressure/social pressure
- ☐ Detriment to my health/my family's health
- ☐ Inconvenience
- ☐ My command is a smoke-free command
- ☐ Personal desire to quit smoking
- ☐ Other _____

ACCESS TO MEDICAL FACILITIES

113. How much do you **AGREE** or **DISAGREE** with the following statements about access to Medical Facilities?

- a. Medical-care facilities are easily accessible at my command
- b. The accessibility of medical-care facilities has had an impact on my readiness
- c. I am satisfied with the quality of medical services I receive

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

114. If you answered Strongly disagree or Disagree to part "a" of the previous question regarding accessibility of medical-care facilities, what reasons contribute to the lack of accessibility?

- ☐ Medical facilities are not available at my command/I must commute
- ☐ Medical facilities are not open at convenient times for me
- ☐ Medical facilities are too overcrowded to allow for convenient access

115. The approximate number of times my family members visit medical-care centers per year is:

- | | |
|--------------------------------------|------------------------------------|
| <input type="radio"/> Does not apply | <input type="radio"/> 6 |
| <input type="radio"/> 0 | <input type="radio"/> 7 |
| <input type="radio"/> 1 | <input type="radio"/> 8 |
| <input type="radio"/> 2 | <input type="radio"/> 9 |
| <input type="radio"/> 3 | <input type="radio"/> 10 |
| <input type="radio"/> 4 | <input type="radio"/> 11 - 30 |
| <input type="radio"/> 5 | <input type="radio"/> More than 30 |

116. The approximate number of times I visit medical-care centers per year is:

- | | |
|--------------------------------------|------------------------------------|
| <input type="radio"/> Does not apply | <input type="radio"/> 6 |
| <input type="radio"/> 0 | <input type="radio"/> 7 |
| <input type="radio"/> 1 | <input type="radio"/> 8 |
| <input type="radio"/> 2 | <input type="radio"/> 9 |
| <input type="radio"/> 3 | <input type="radio"/> 10 |
| <input type="radio"/> 4 | <input type="radio"/> 11 - 30 |
| <input type="radio"/> 5 | <input type="radio"/> More than 30 |

117. How frequently do your medical-care providers refer you to other health care providers?

- ☐ Never
- ☐ Seldom
- ☐ Often
- ☐ Depends on the nature of the visit

GAMBLING

118. How often do you gamble?
(Please evaluate each mode of gambling.)

- a. Local lottery
- b. State lottery
- c. Powerball lotteries
- d. Other lottery
- e. Horse races
- f. Jai Alai
- g. Casinos
- h. Card games
- i. Other _____

Never	Every few years	At least once a year	At least once a month	Every day
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

119. How much money have you lost due to gambling during the past year?

- ☐ Does not apply
- ☐ Less than \$100
- ☐ Between \$101 and \$500
- ☐ Between \$501 and \$1,000
- ☐ Between \$1,001 and \$10,000
- ☐ More than \$10,000

120. Do you think you have a gambling problem?

- ☐ Does not apply, I don't gamble
- ☐ Does not apply, I don't gamble regularly
- ☐ No, I win most of the time
- ☐ No, I don't have a gambling problem
- ☐ Yes, I definitely have a gambling problem

HIV/AIDS EDUCATION

121. Have you received training specifically addressing HIV/AIDS in the past 12 months? (SELECT ALL THAT APPLY.)

- ☐ Yes, Navy training
- ☐ Yes, other military service training
- ☐ Yes, civilian (local community) training
- ☐ No

122. How much HIV/AIDS information have you received from each of the following sources in the past 12 months?

	A great deal of Information	Some Information	Very little information at all	No experience/have not used
a. Military classroom training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Commercial media (TV, radio, newspapers, magazines)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Drug/alcohol counselors/training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Armed Forces Radio and Television	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Chaplains	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Training videos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Doctor, Counselor or treatment at Sexually Transmitted Disease (STD) Clinic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- | | | | | | | |
|----|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. | Military classroom training | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. | Commercial media (TV, radio, newspapers, magazines) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. | Drug/alcohol counselors/training | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. | Armed Forces Radio and Television | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. | Chaplains | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. | Training videos | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. | Doctor, Counselor or treatment at Sexually Transmitted Disease (STD) Clinic | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

123. What is the date you completed this questionnaire?

DATE					
MO.		DAY		YR.	
0	0	0	0	0	0
1	1	1	1	1	1
2		2	2	2	2
3		3	3	3	3
4		4	4	4	4
5		5	5	5	5
6		6	6	6	6
7		7	7	7	7
8		8	8	8	8
9		9	9	9	9

THIS NEXT QUESTION IS OPTIONAL.

124. What is your Social Security Number?
It will help us with follow-on research.
Your confidentiality will be maintained.

			0-9				0-9								
0	0	0	0-9	0	0	0	0-9	0	0	0	0	0	0	0	0
1	1	1	0-9	1	1	1	0-9	1	1	1	1	1	1	1	1
2	2	2	0-9	2	2	2	0-9	2	2	2	2	2	2	2	2
3	3	3	0-9	3	3	3	0-9	3	3	3	3	3	3	3	3
4	4	4	0-9	4	4	4	0-9	4	4	4	4	4	4	4	4
5	5	5	0-9	5	5	5	0-9	5	5	5	5	5	5	5	5
6	6	6	0-9	6	6	6	0-9	6	6	6	6	6	6	6	6
7	7	7	0-9	7	7	7	0-9	7	7	7	7	7	7	7	7
8	8	8	0-9	8	8	8	0-9	8	8	8	8	8	8	8	8
9	9	9	0-9	9	9	9	0-9	9	9	9	9	9	9	9	9

Comments

Use the space below and on the next page to make any comments you wish about ANY of the topics addressed in this survey. (Please label your comments by section name or question number.)

[illegible]

Thank you for completing this survey!
Please place it in the envelope provided and mail it as soon as possible.

Appendix B
Opinion Gauges

Table B-1
Opinion Guages

Area and Topic	Questions	Cronbach Alpha	
		Enlisted	Officer
Detailing and Assignment Process			
1. BUPERS ACCESS System			
Enlisted	44a, 44b, 44c, 44d	.79	--
Officer	44b, 44c, 44d	--	.72
Quality of Life			
2. Family Support Programs	51b, 51c	.95	.94
3. Shipboard Recreational Opportunities	57a, 57b, 57c, 57d, 57e, 57f, 57g	.81	.80
4. Living Conditions	67a, 67b	.78	.72
5. Overall Quality of Life	67c, 67d	.73	.72
6. Personnel Support Detachments	87a, 87b	.74	.74
Organizational Climate			
7. Job Satisfaction	91a, 91c, 91d, 91e, 91f, 91g, 91h	.87	.88
8. Pay and Retirement	92b, 92c	.75	.66
9. Satisfaction with Navy	99a, 99b, 99c, 99d, 99e, 99f, 99g, 99h	.75	.73
10. Downsizing			
Enlisted	104b, 104c, 104d, 104e, 104f, 104g, 104h, 104i, 104j, 104k, 104l, 104o, 104p, 104q, 104r, 104s, 104t	.74	--
Officer	104b, 104c, 104e, 104f, 104g, 104h, 104i, 104j, 104l, 104o, 104p, 104q, 104r, 104s, 104t	--	.64
11. Women in Combat Roles	32a, 32b	.56	.50
12. Command Events			
Enlisted	107a, 107b, 107c, 107d, 107e	.78	--
Officer	107a, 107b, 107d, 107e	--	.76
Health Issues			
13. Drug and Alcohol Policies	109b, 109c, 109d, 109e, 109f, 109g, 109h, 109i	.75	.74
14. AIDS and HIV Information	122a, 122b, 122c, 122d, 122e, 122f, 122g	.84	.86

Appendix C
Sample Sizes
(Unweighted)

GENDER	
MALE	6,024
FEMALE	1,117
RACE	
WHITE	5,028
BLACK	1,013
OTHER	1,090
MARITAL STATUS	
SINGLE	2,490
MARRIED	4,655
BILLET	
SEA DUTY	3,474
SHORE DUTY	3,461
OTHER	217
LIVING ARRANGEMENTS	
MIL. FMLY. HOUSING	1,102
GVMT. LS. HOUSING	97
PERS. SH. OWN CIV.	1,769
SH. RNT CIV. HSE	504
PS. -RNT. HSE.	2,091
PS. -RNT SPACE	54
ON A SHIP	699
BACH QUARTERS	682
OTHER	107
OFFICER COMMUNITY	
SWO	473
SUB	143
PILOT	275
NFOS	158
MEDICAL CORPS	139
MEDICAL SERVICE CORPS	190
NURSE CORPS	164
SUPPLY CORPS	221
SPECIAL DUTY	105
LIMITED DUTY OFFICER	289
WARRANT OFFICER	115

ENLISTED OCCUPATIONAL GROUP	
SUBMARINE	85
SEABEES	75
CRYPT-INTELLIGENCE	177
MED-DENTAL	209
ADMIN-MEDIA	297
AIRCREW	266
AVIATION MECHANIC	294
SUPPLY	269
SURFACE COMBAT	136
SURFACE HULL-ELECT	295
SURFACE MAIN PROPULS	288
SURFACE OPS	559
OFFICER/ENLISTED	
ENLISTED	4,266
OFFICER	2,891
PAYGRADE GROUP	
E-3 AND BELOW	1,000
E-4 TO E-6	2,778
E-7 TO E-9	488
WO	116
O-1 TO O-3	1,688
O-4 AND ABOVE	1,087

Appendix D
Margin of Error

Margin of Error

The table below (reproduced from Quenette (1994)), is presented so the reader can determine, in conjunction with Appendix C, the margin of error for survey results.

EXAMPLE: Suppose it were found that 50 percent of survey respondents agreed that QOL in the Navy was satisfying. To what extent does this result accord with the percentage that would have been found had everyone in the Navy completed the survey? The table can be used to answer this question as follows. If 50 percent agreed, that means that 50 percent selected other answers. In short, a 50/50 split exists. Thus go to the 50/50 column in the table, then move down to the row representing the number of people answering the survey question. Suppose that number were 700; then one can be 95 percent confident that the percentage for everyone in the Navy would be between 46 and 54 percent (i.e., 50% \pm 4%). If 4,000 individuals had answered the question, then the interval would be 48 to 52 percent. Consult Appendix C for the number (unweighted) of survey respondents. Notice that the 50/50 split yields the largest margin of error; or, in other words, it is the most conservative estimate. This, incidentally, is the estimate used throughout this report.

Sample Size	Percentage Split						
	98/2	95/5	90/10	80/20	70/30	60/40	50/50
50	4	6	8	11	13	14	14
100	3	4	6	8	9	10	10
200	2	3	4	6	6	7	7
300	2	2	3	5	5	6	6
400	1	2	3	4	4	5	5
500	1	2	3	4	4	4	4
700	1	2	2	3	3	4	4
1,000	1	1	2	2	3	3	3
1,500	1	1	2	2	2	2	3
2,000	1	1	1	2	2	2	2
2,500	1	1	1	2	2	2	2
3,000	1	1	1	1	2	2	2
3,500	0	1	1	1	2	2	2
4,000	0	1	1	1	1	2	2
4,500	0	1	1	1	1	1	1
5,000	0	1	1	1	1	1	1
5,500	0	1	1	1	1	1	1
6,000	0	1	1	1	1	1	1

Appendix E

Charts for Selected Subgroup Analyses

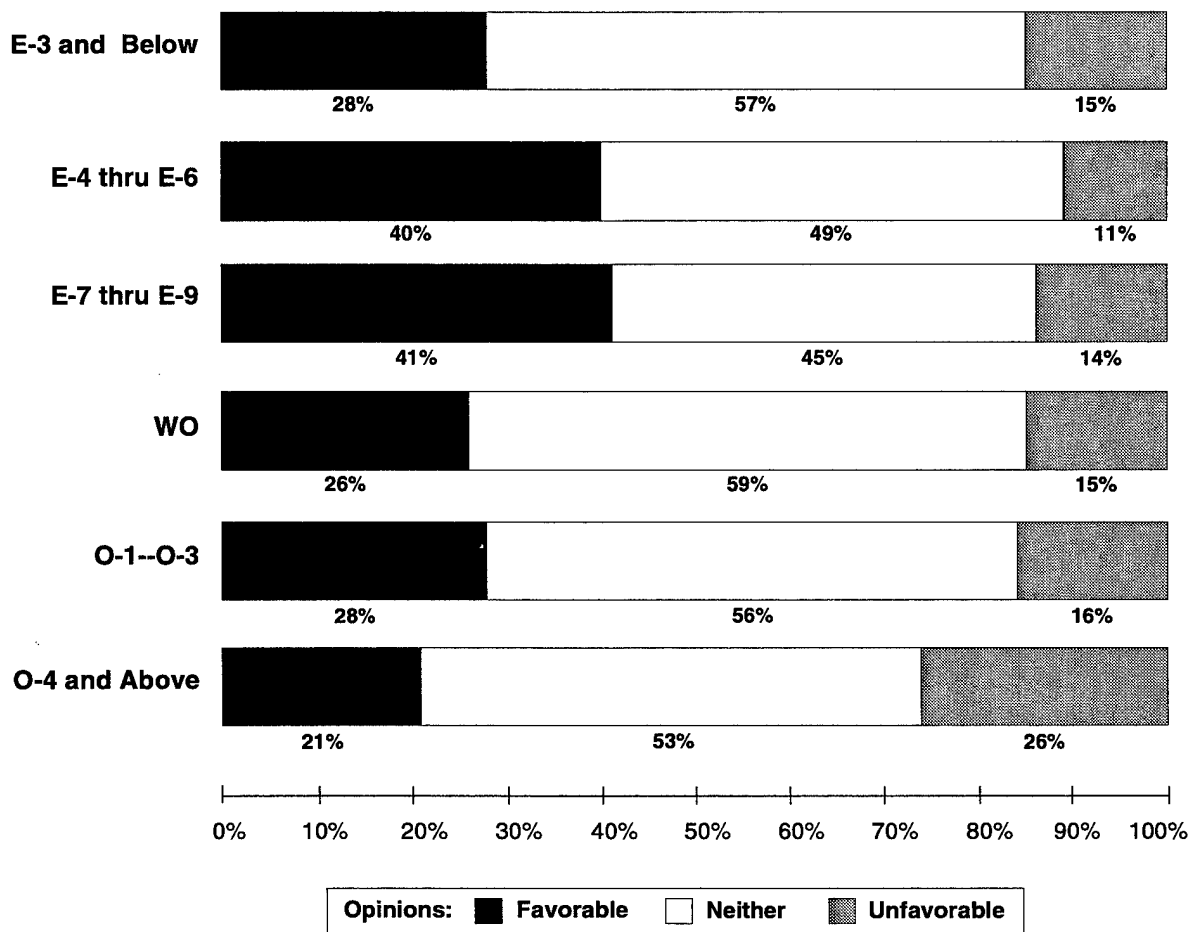


Figure E-1. Favorability ratings on BUPERS ACCESS by paygrade group.

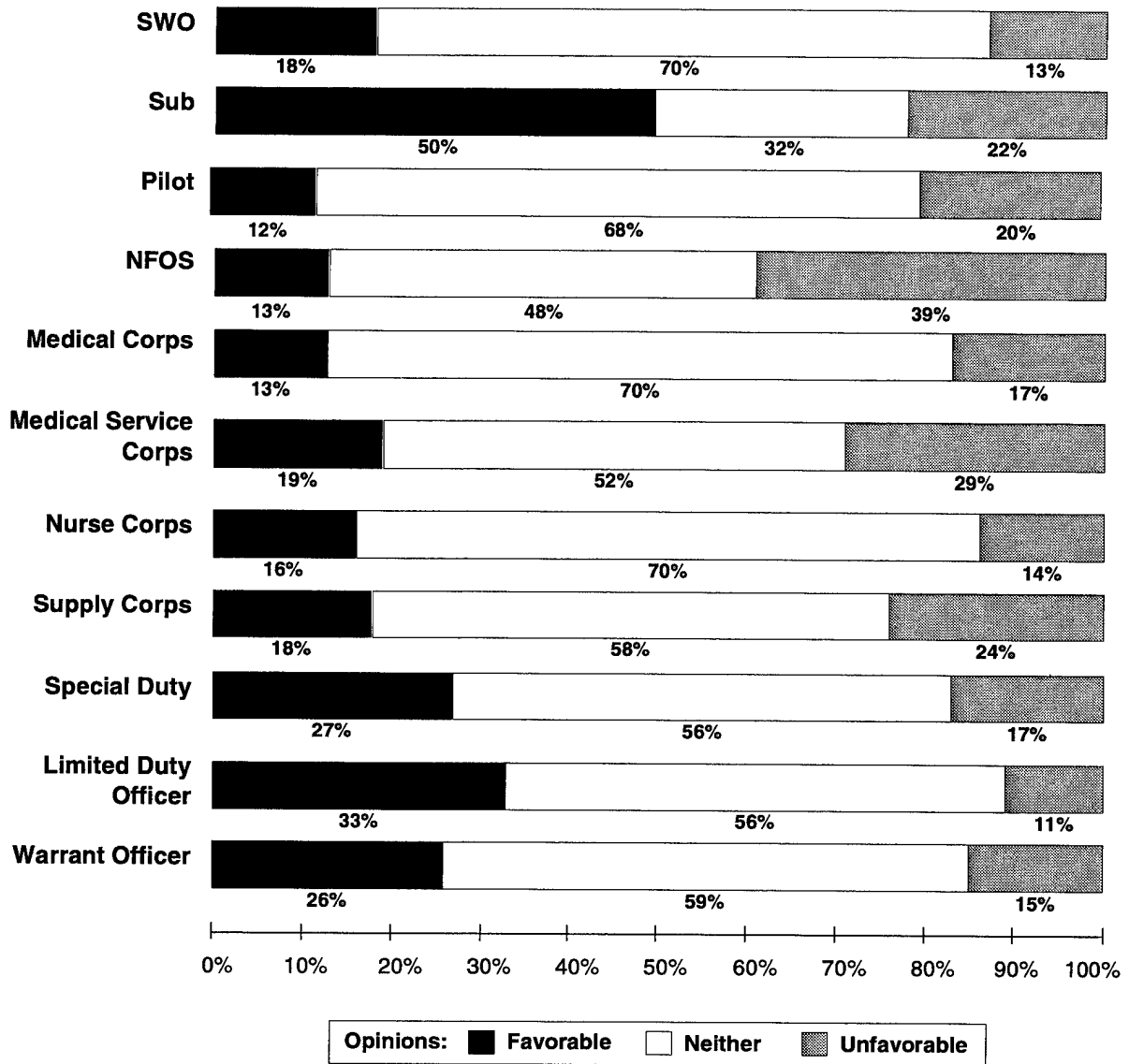


Figure E-2. Favorability ratings on BUPERS ACCESS by officer community.

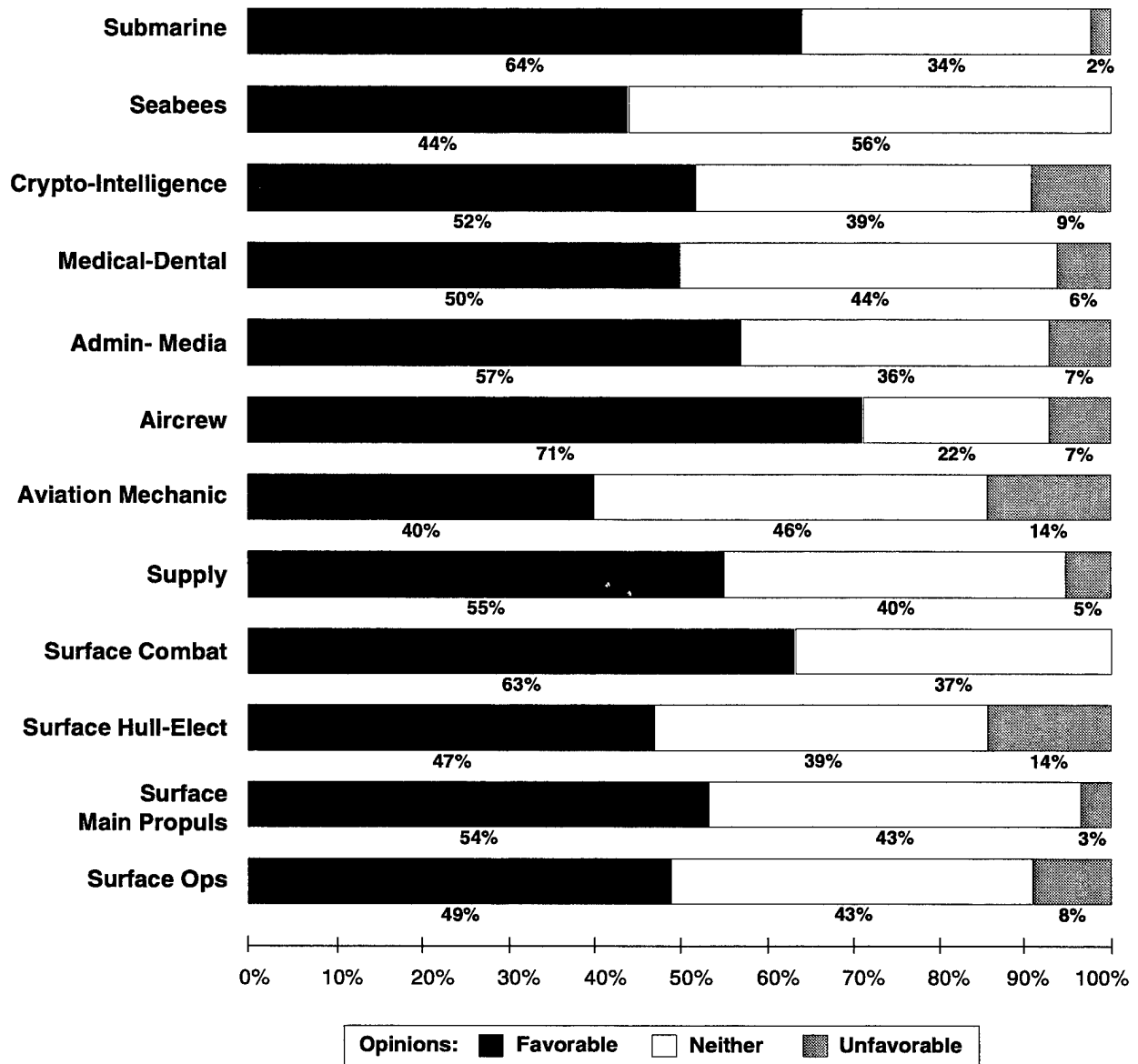


Figure E-3. Favorability ratings on BUPERS ACCESS by enlisted occupational group.

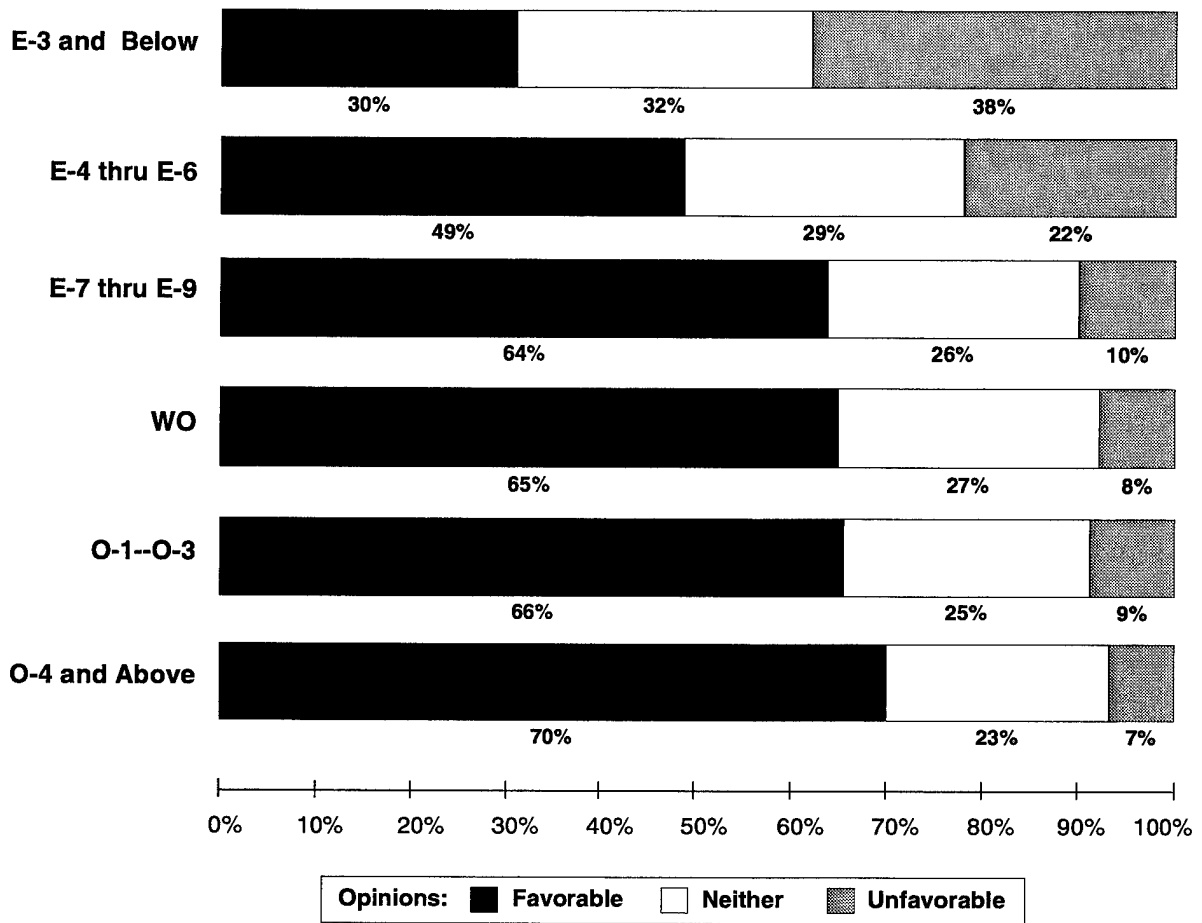


Figure E-4. Favorability ratings on living conditions by paygrade group.

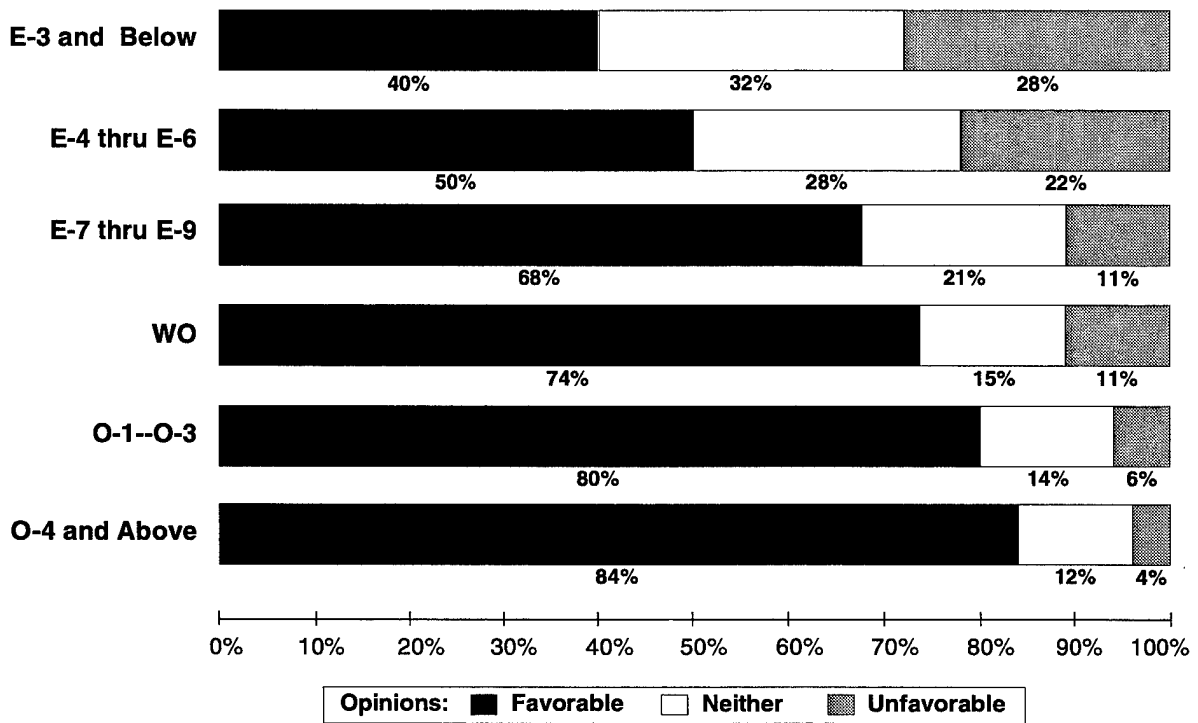


Figure E-5. Favorability ratings on overall quality of life by paygrade group.

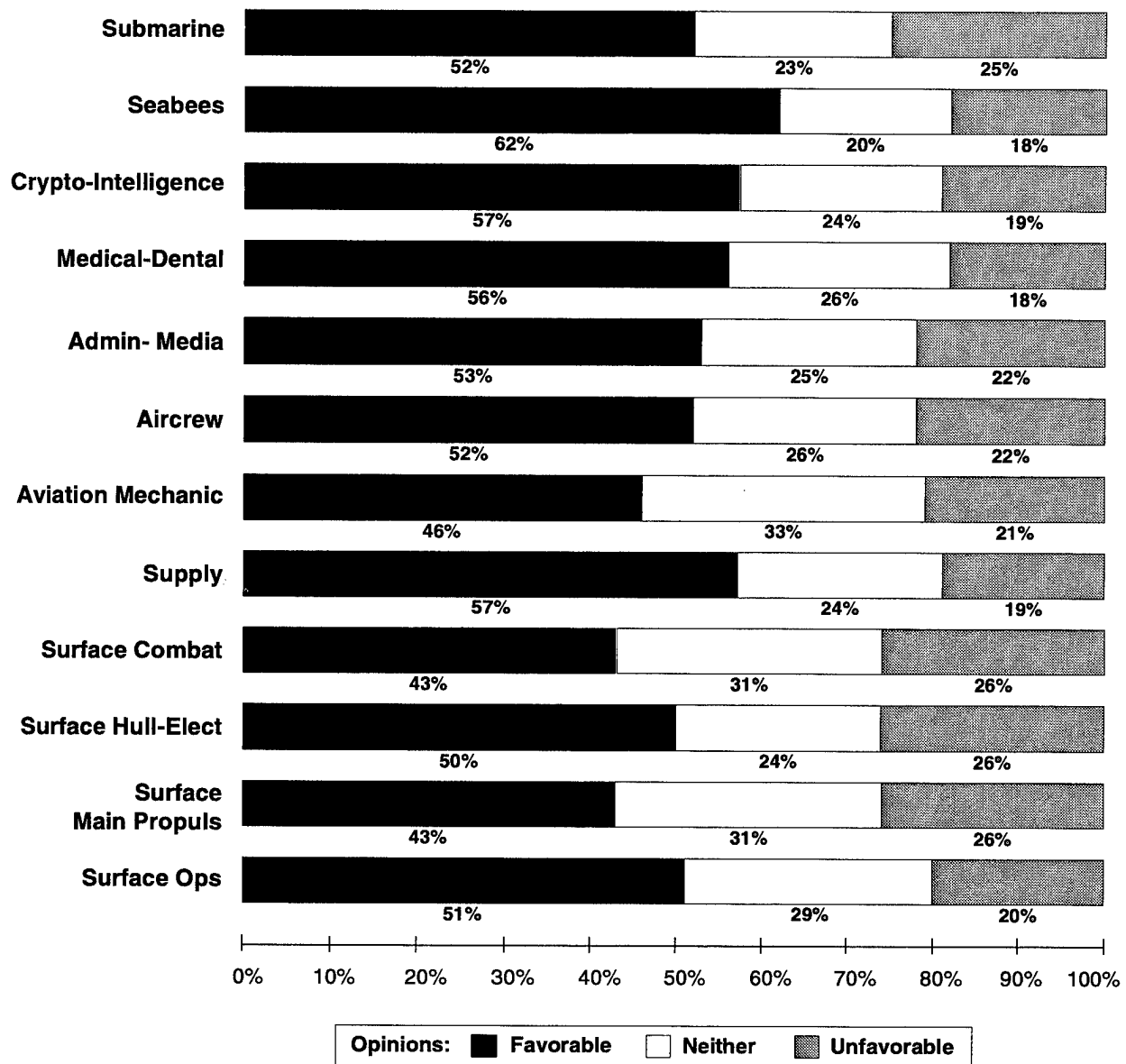


Figure E-6. Favorability ratings on overall quality of life by enlisted occupational group.

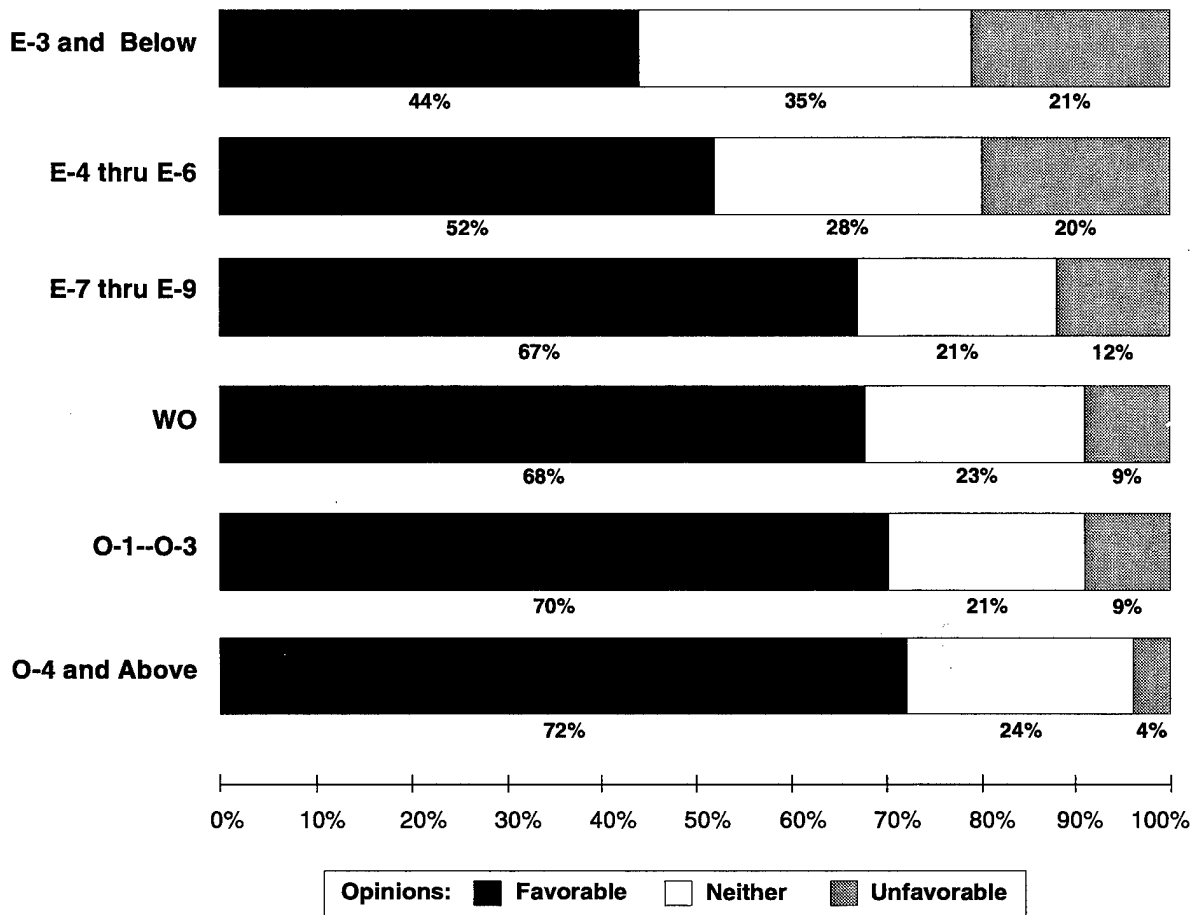


Figure E-7. Favorability ratings on personnel support detachments by paygrade group.

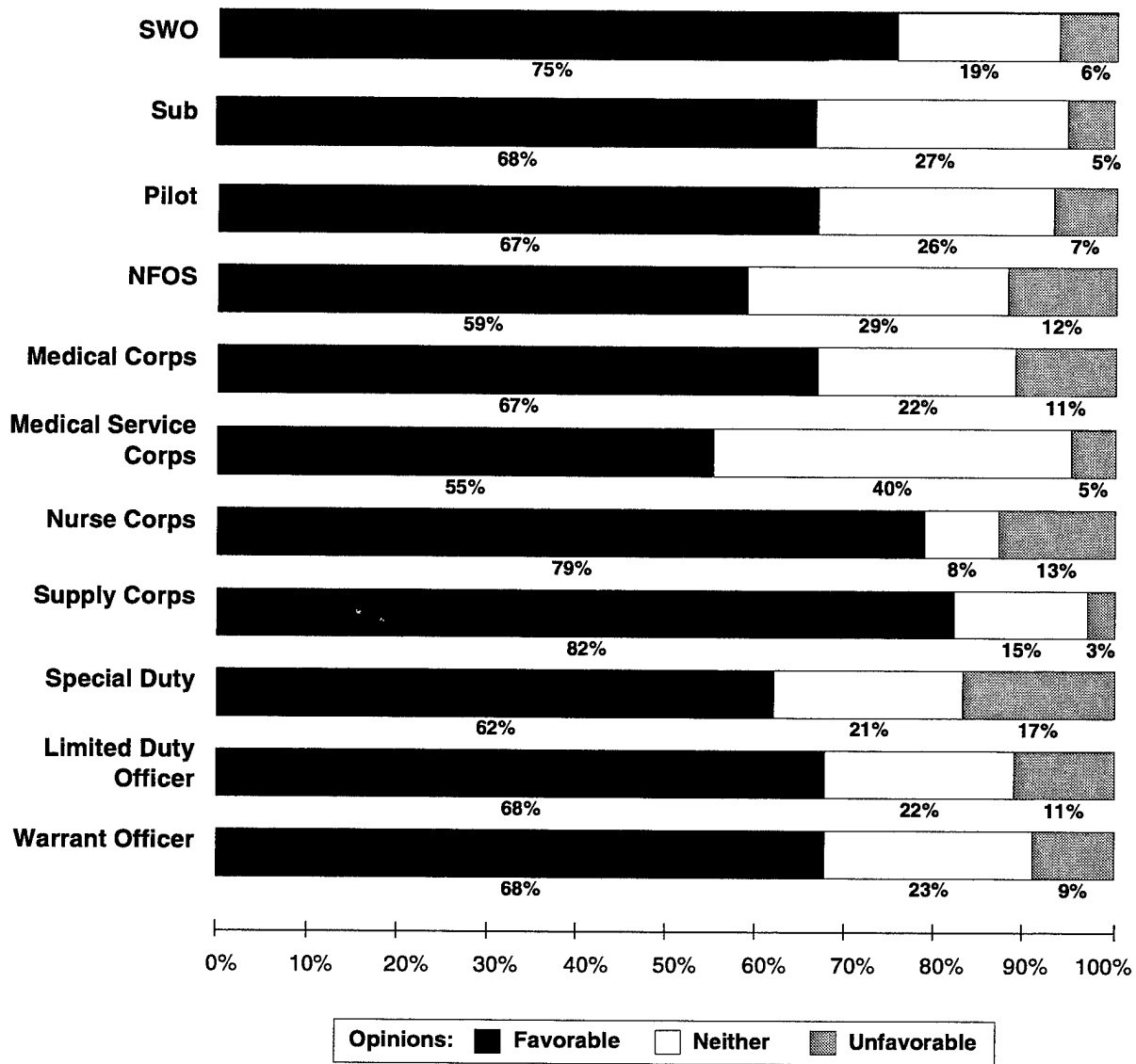


Figure E-8. Favorability ratings on personnel support detachments by officer community.

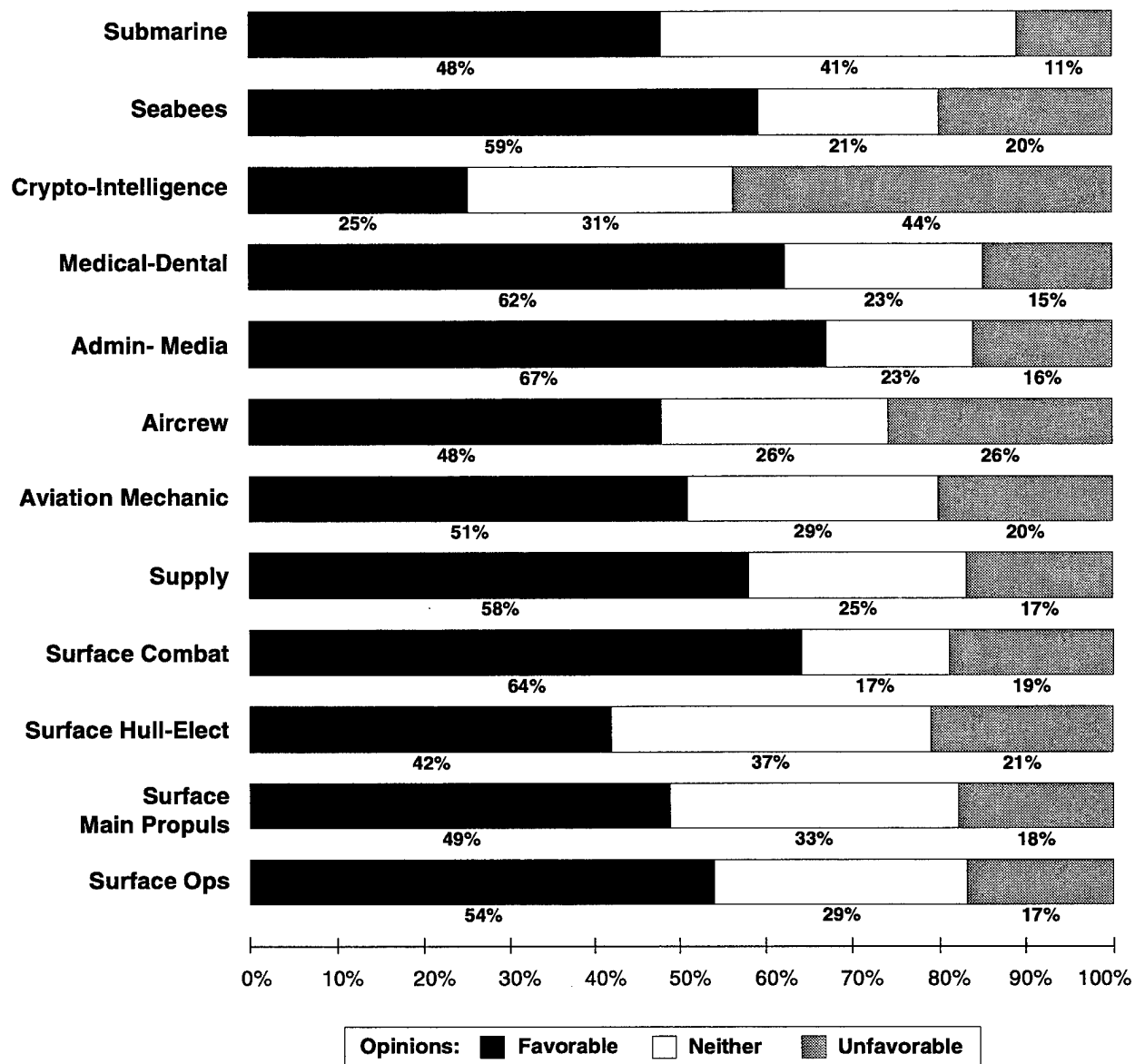


Figure E-9. Favorability ratings on personnel support detachments by enlisted occupational group.

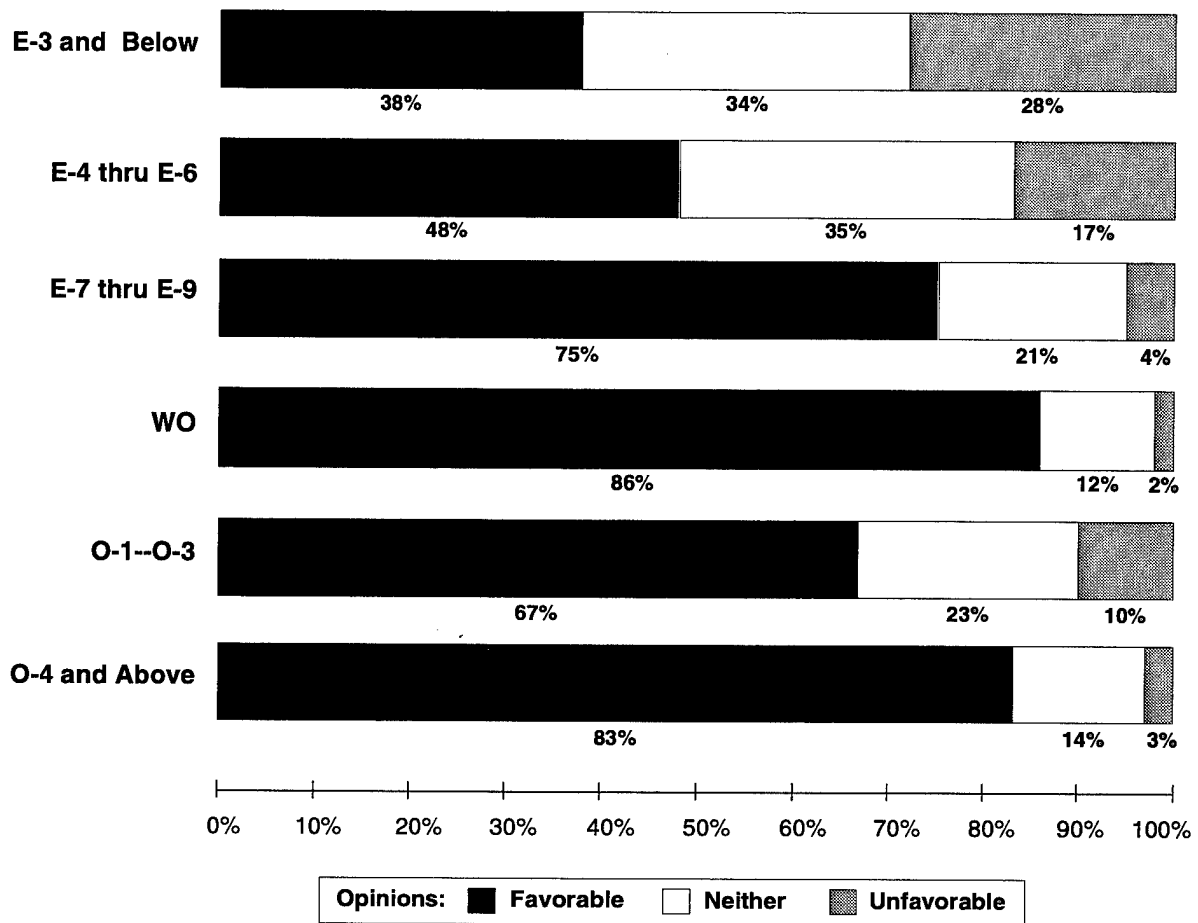


Figure E-10. Favorability ratings on job satisfaction by paygrade group.

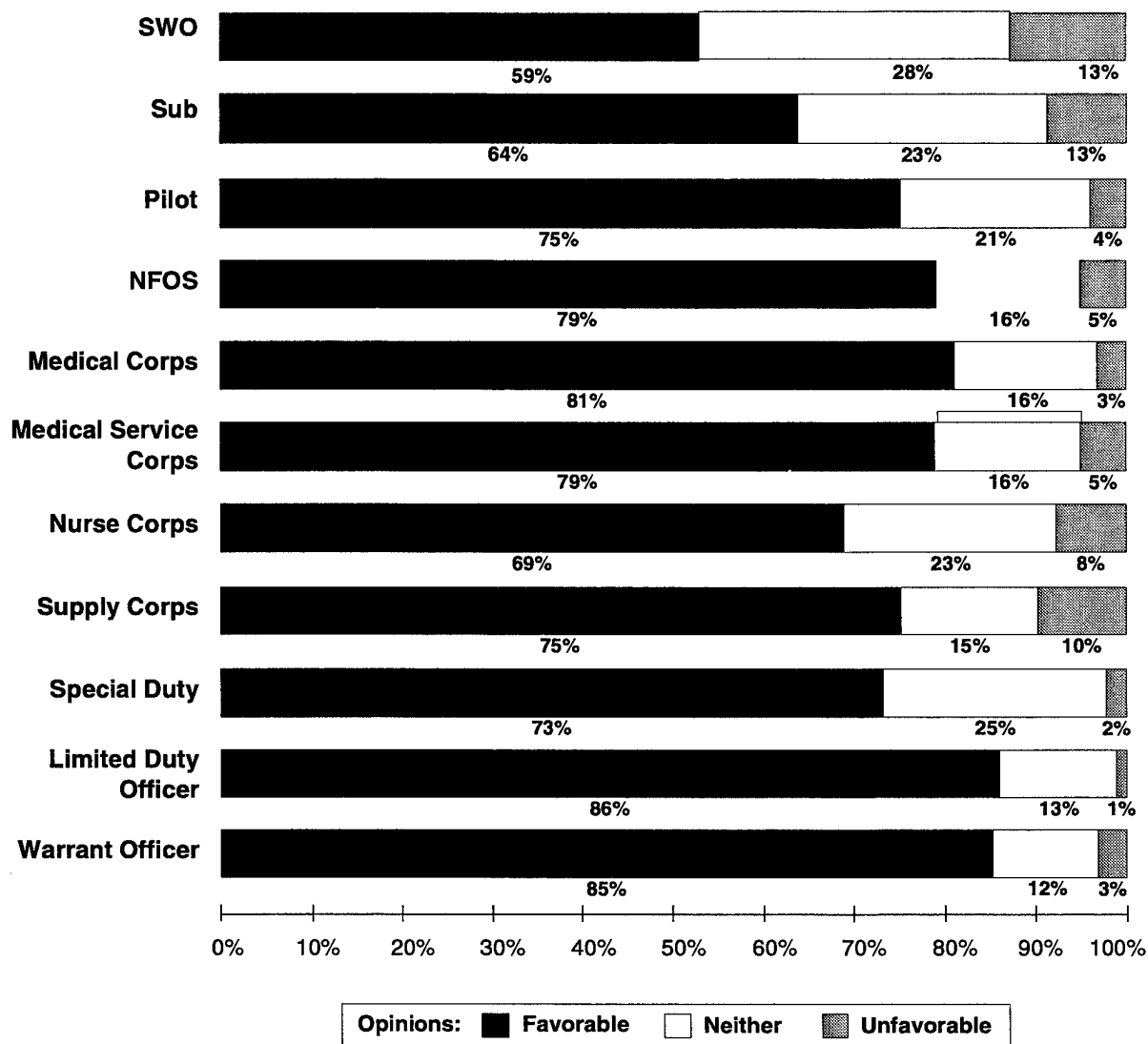


Figure E-11. Favorability ratings on job satisfaction by officer community.

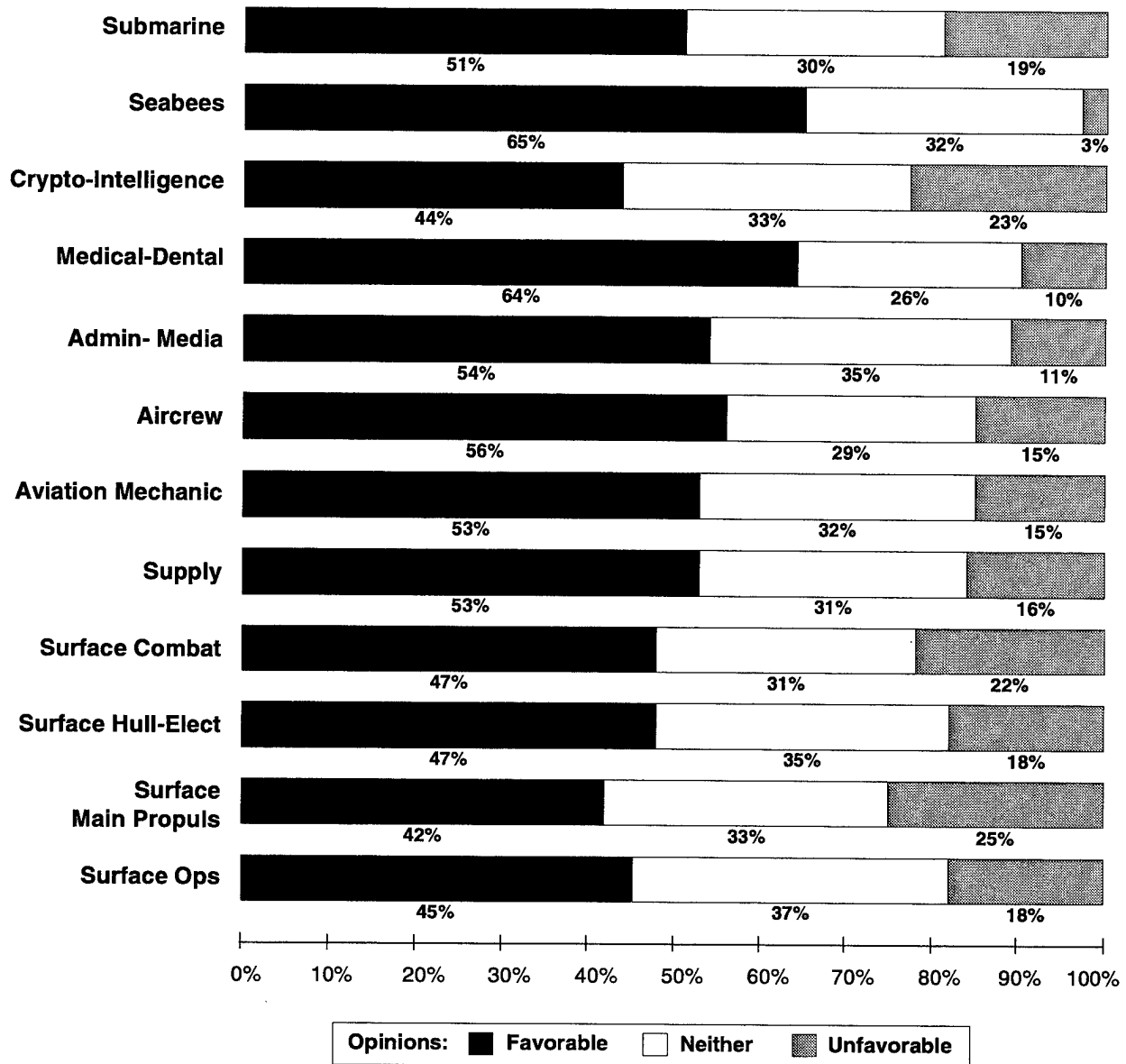


Figure E-12. Favorability ratings on job satisfaction by enlisted occupational group.

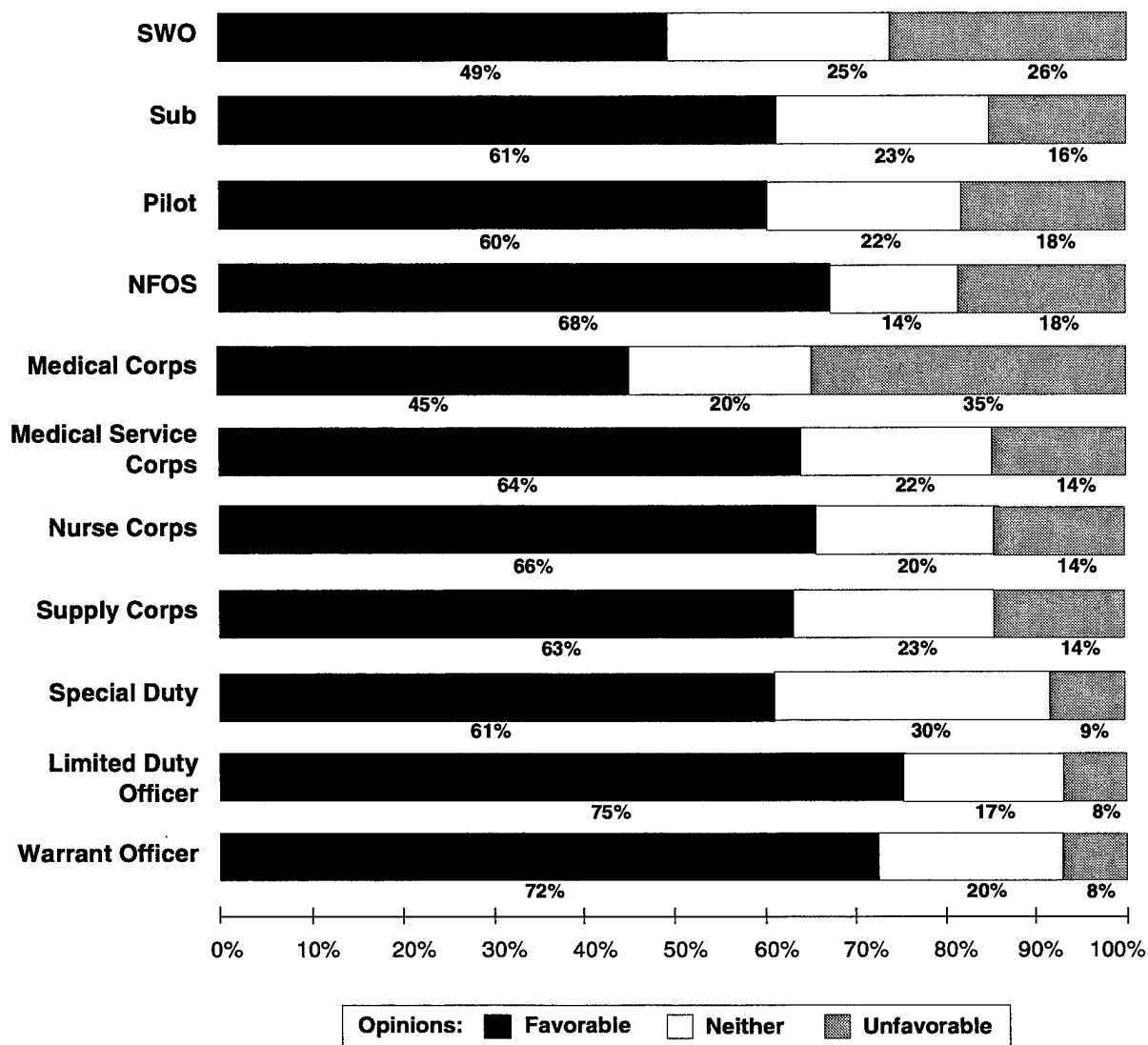


Figure E-13. Favorability ratings on pay and retirement by officer community.

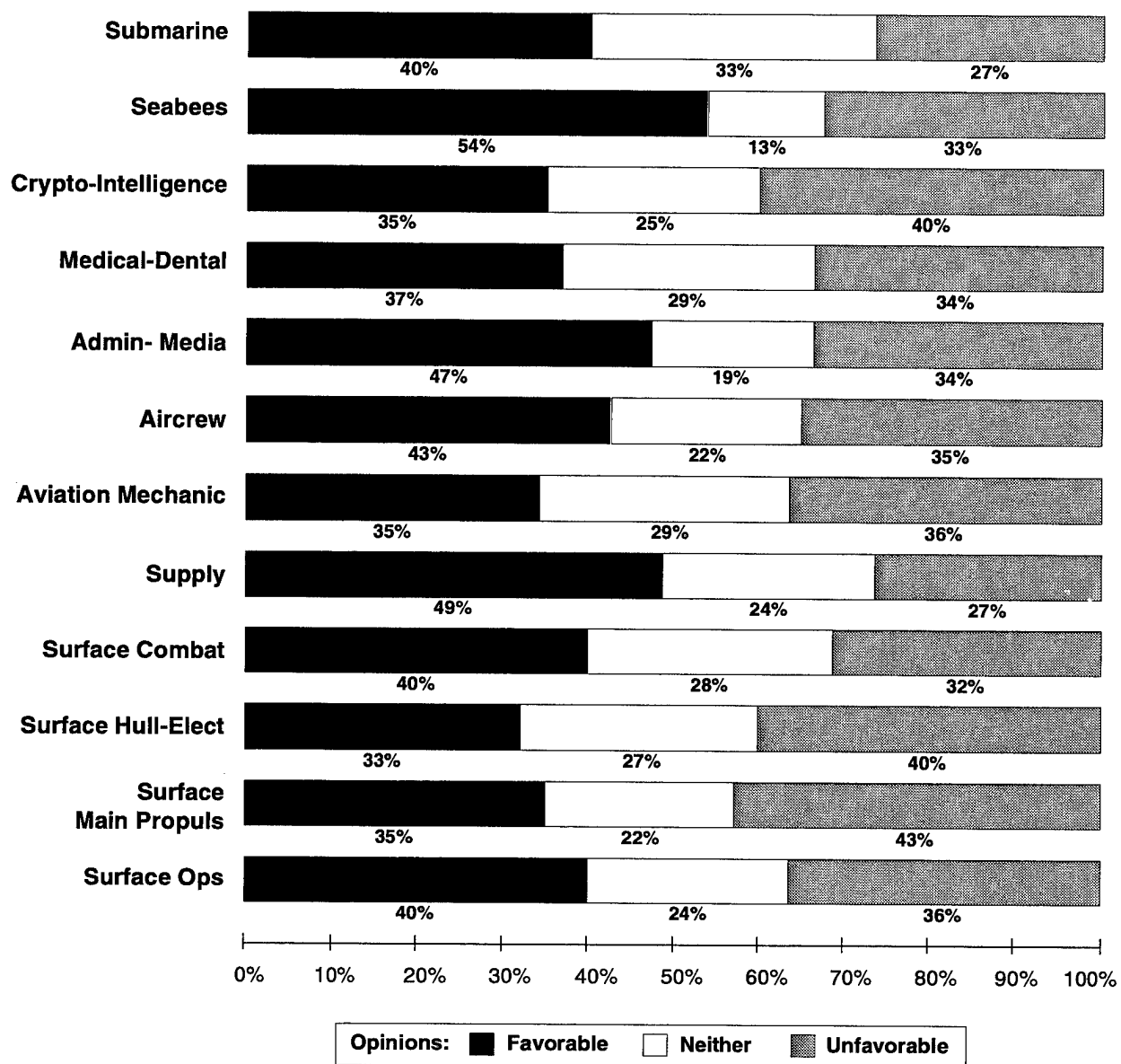


Figure E-14. Favorability ratings on pay and retirement by enlisted occupational group.

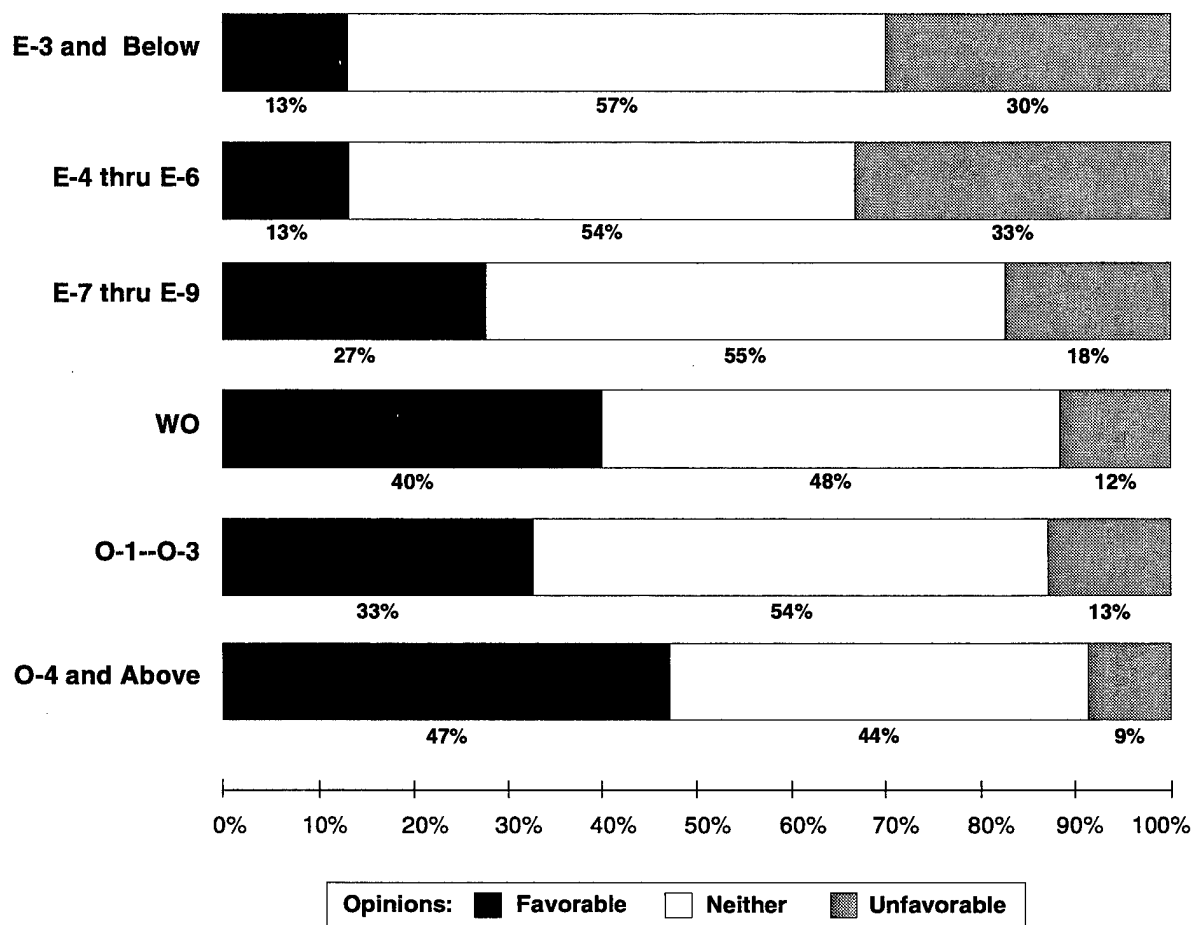


Figure E-15. Favorability ratings on satisfaction with the Navy by paygrade group.

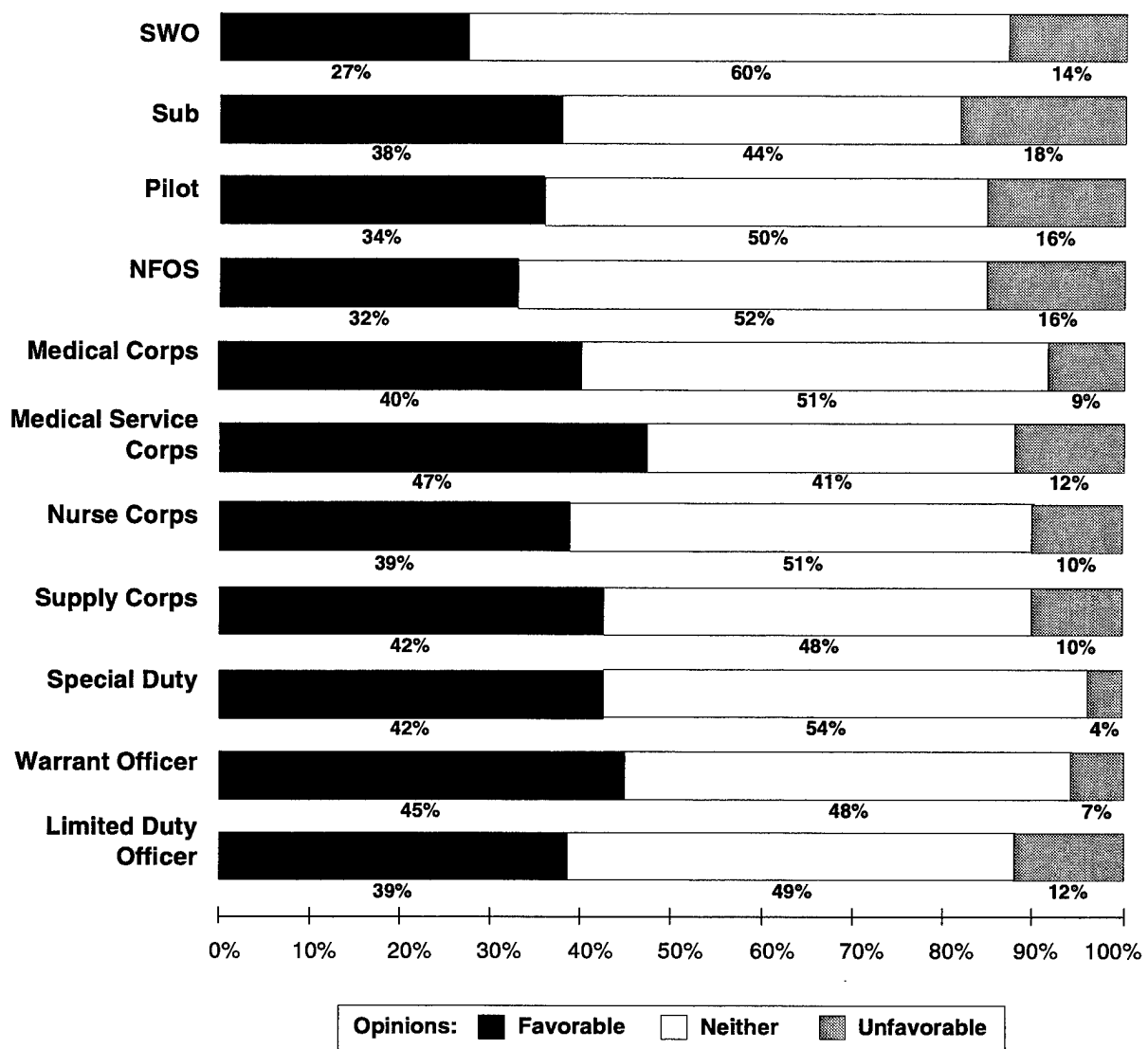


Figure E-16. Favorability ratings on satisfaction with the Navy by officer community.

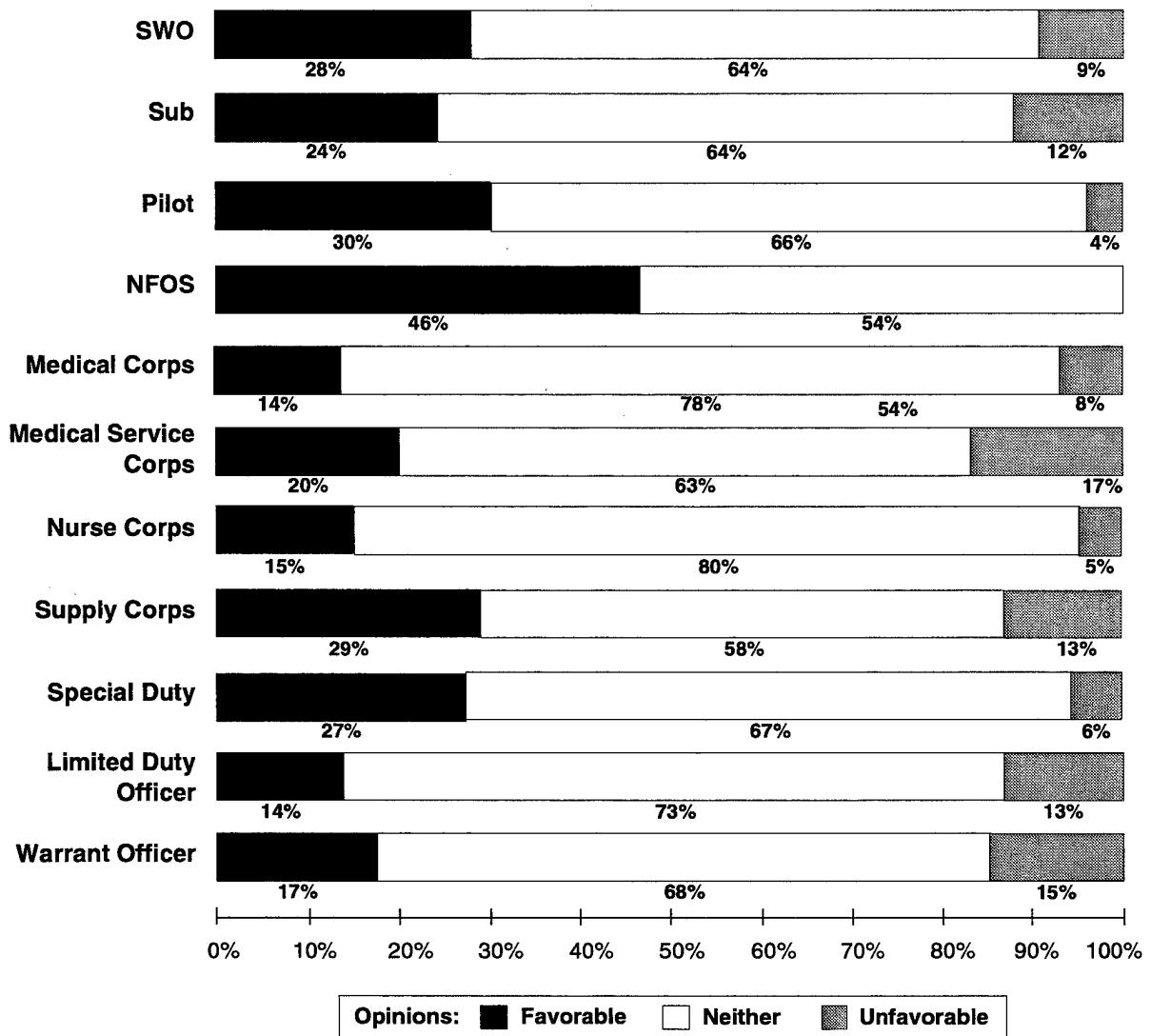


Figure E-17. Favorability ratings on downsizing by officer community.

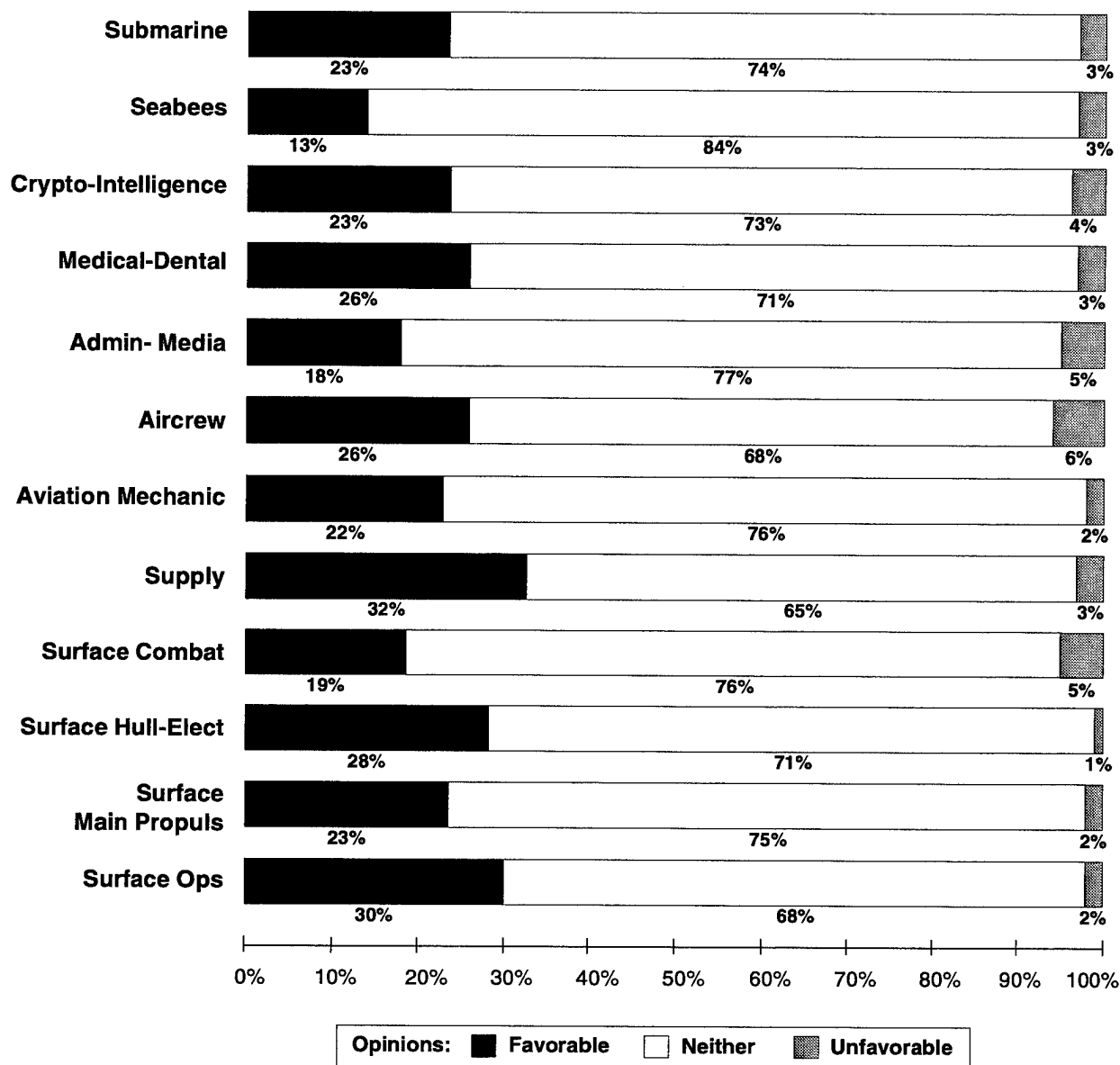


Figure E-18. Favorability ratings on downsizing by enlisted occupational group.

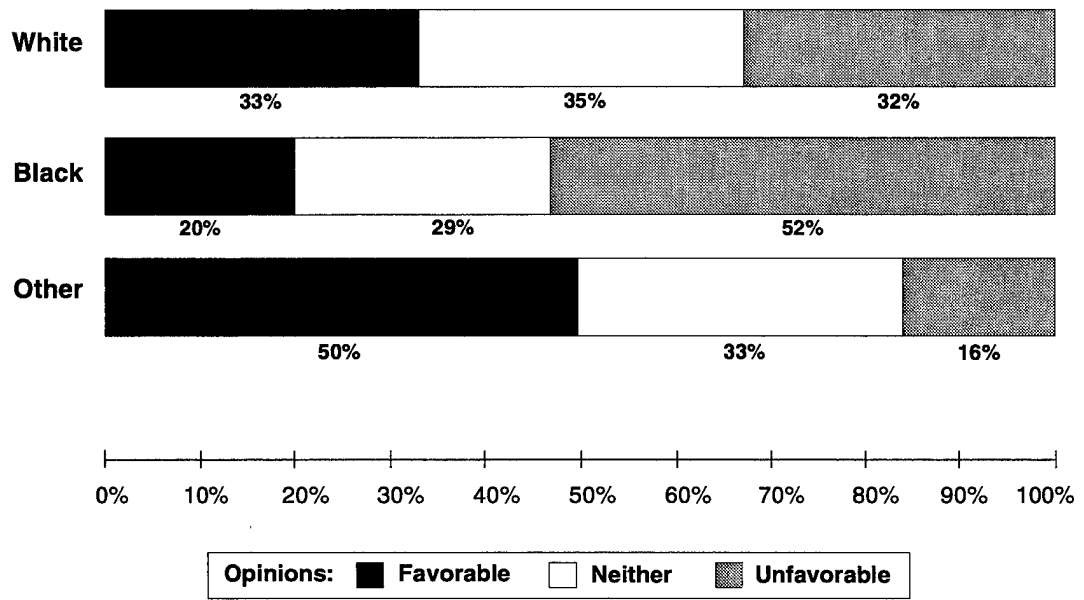
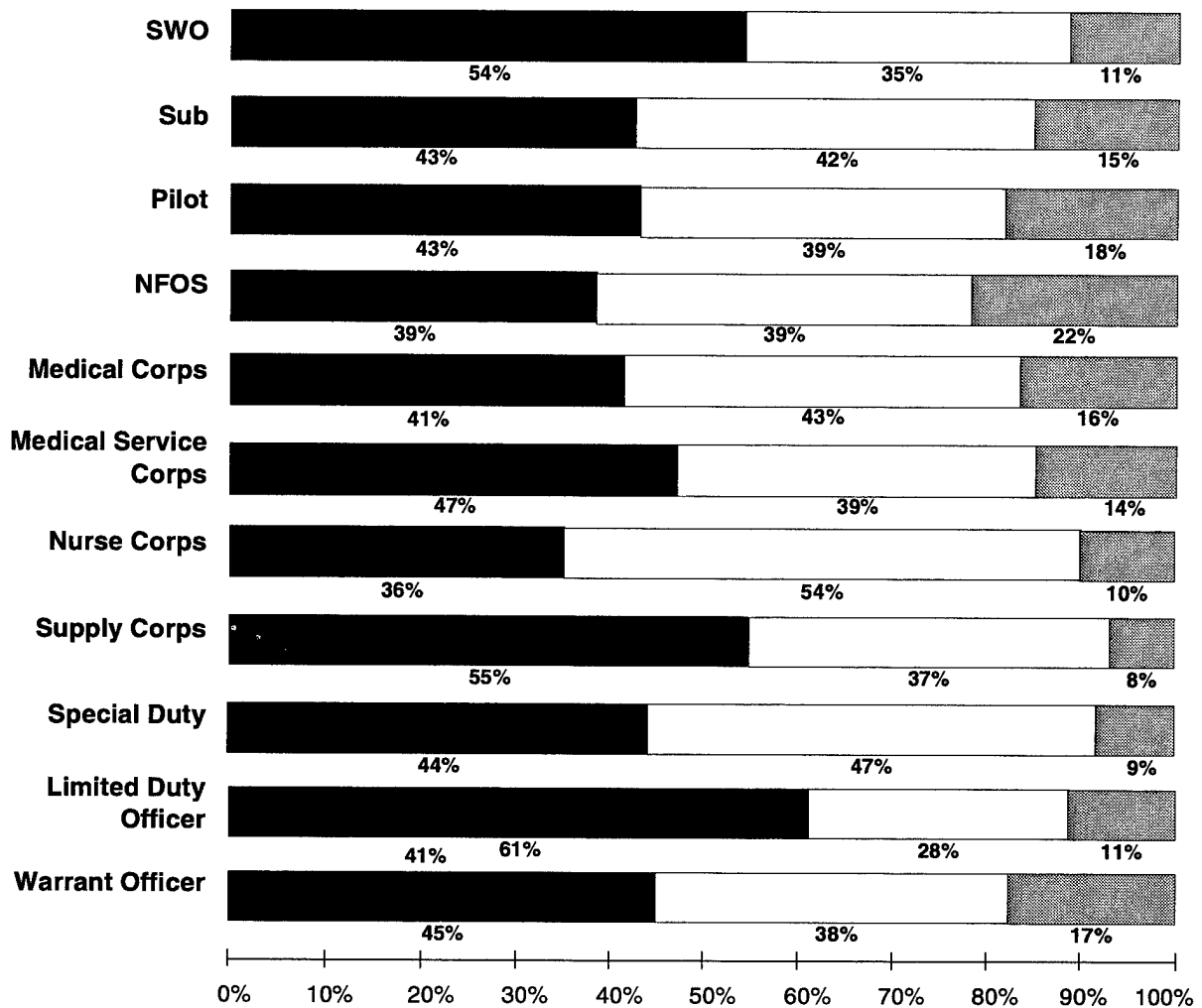


Figure E-19. Favorability ratings on downsizing by racial category.



Opinions: ■ Favorable □ Neither ■ Unfavorable

Figure E-20. Favorability ratings on women in combat by officer community.

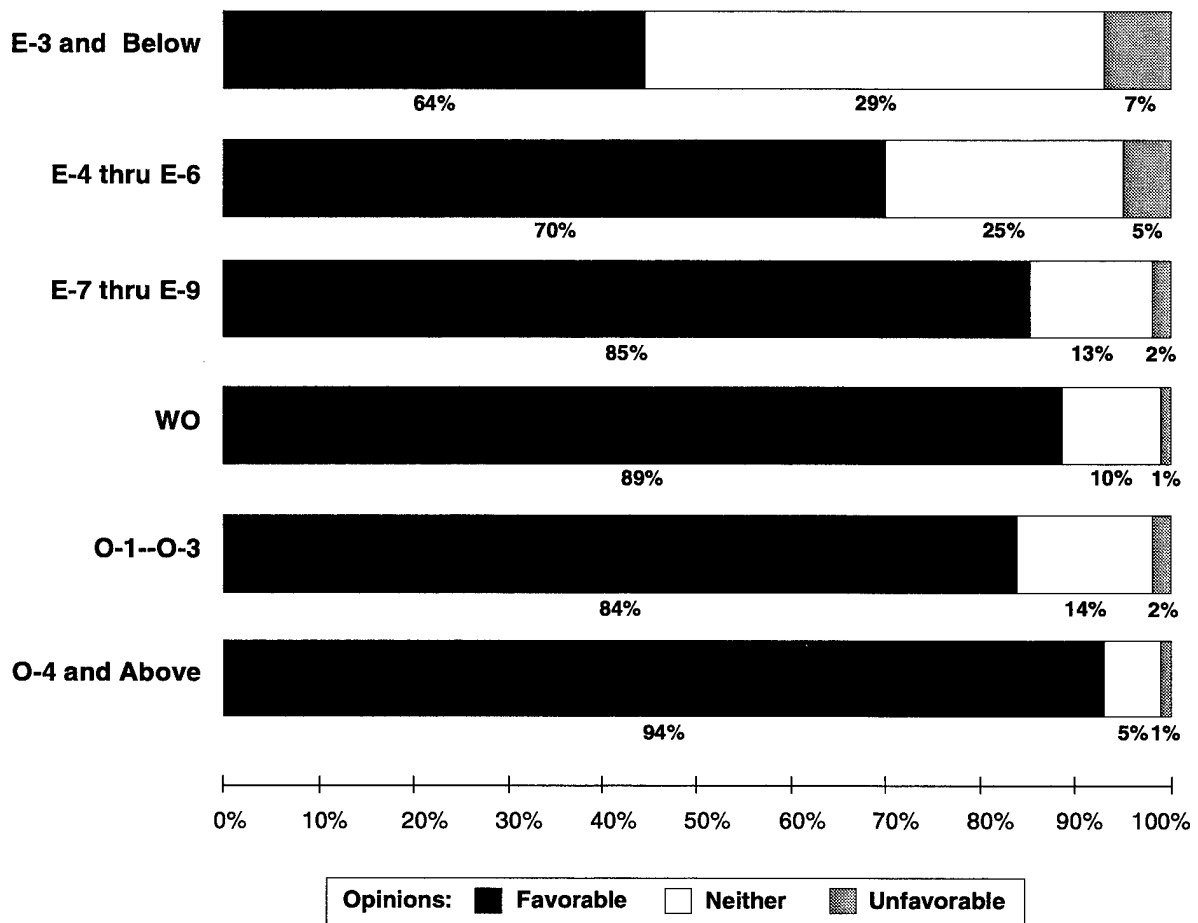


Figure E-21. Favorability ratings on command events by paygrade group.

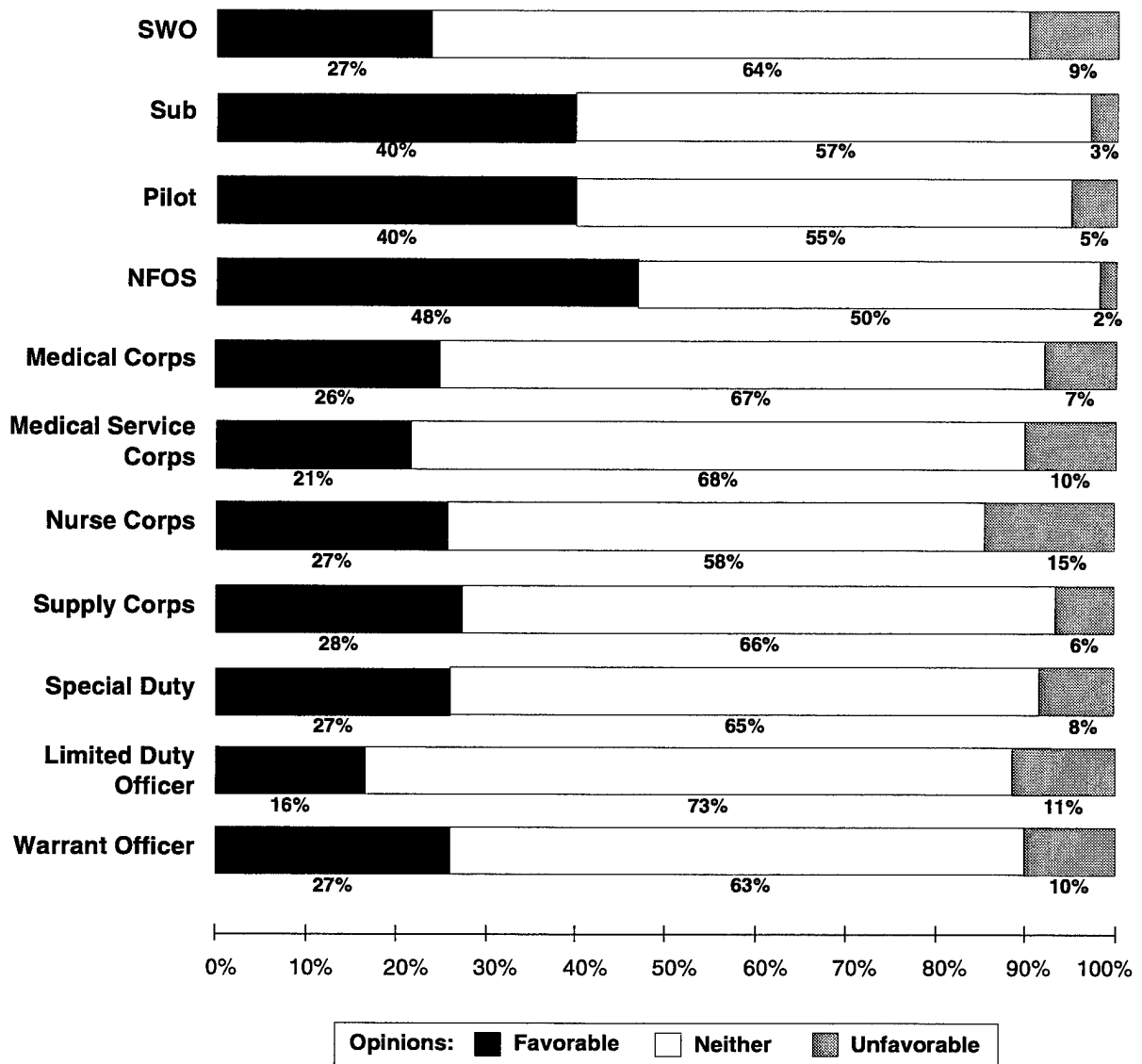


Figure E-22. Favorability ratings on drug and alcohol programs by officer community.

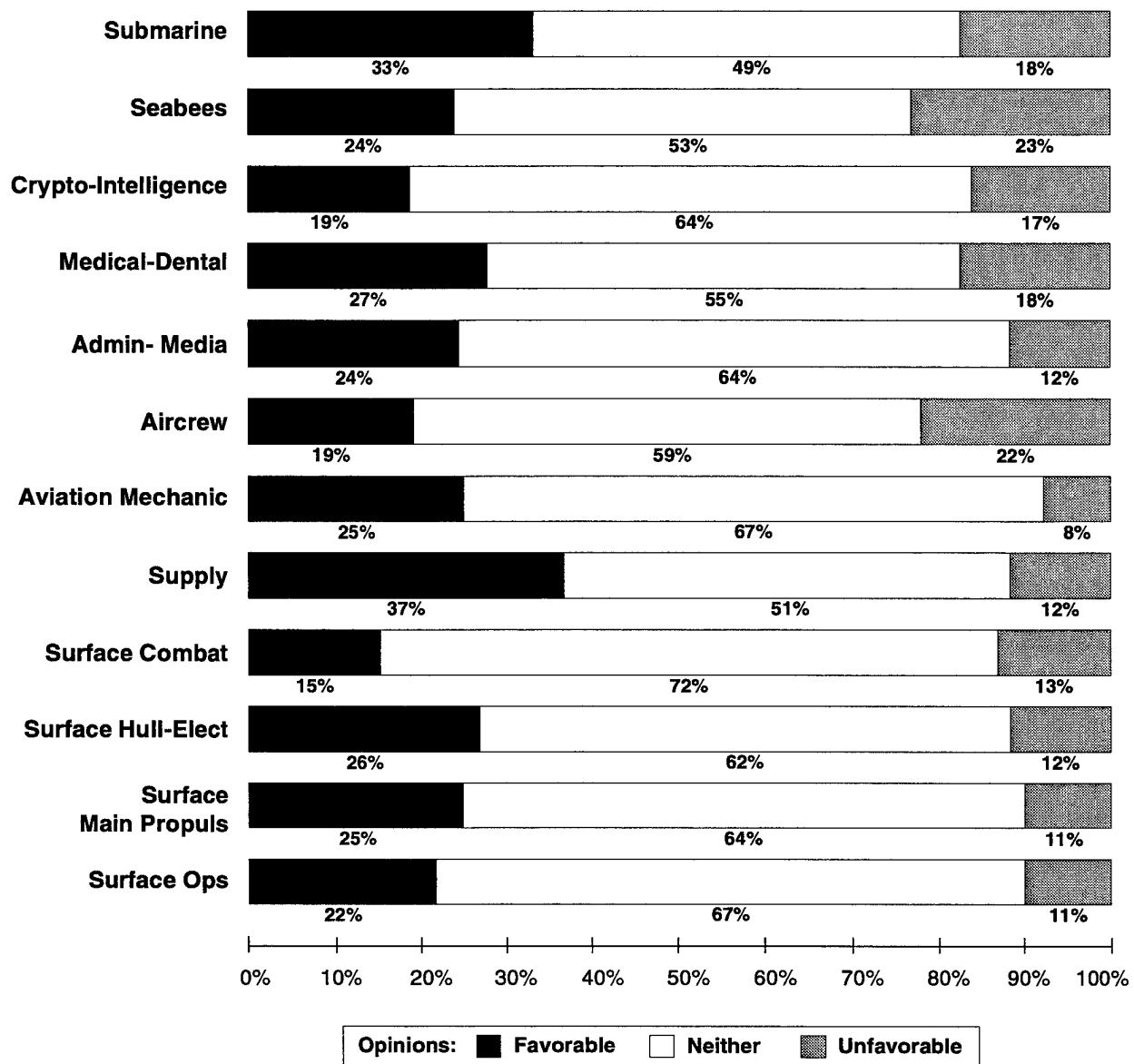


Figure 23. Favorability ratings on drug and alcohol programs by enlisted occupational group.

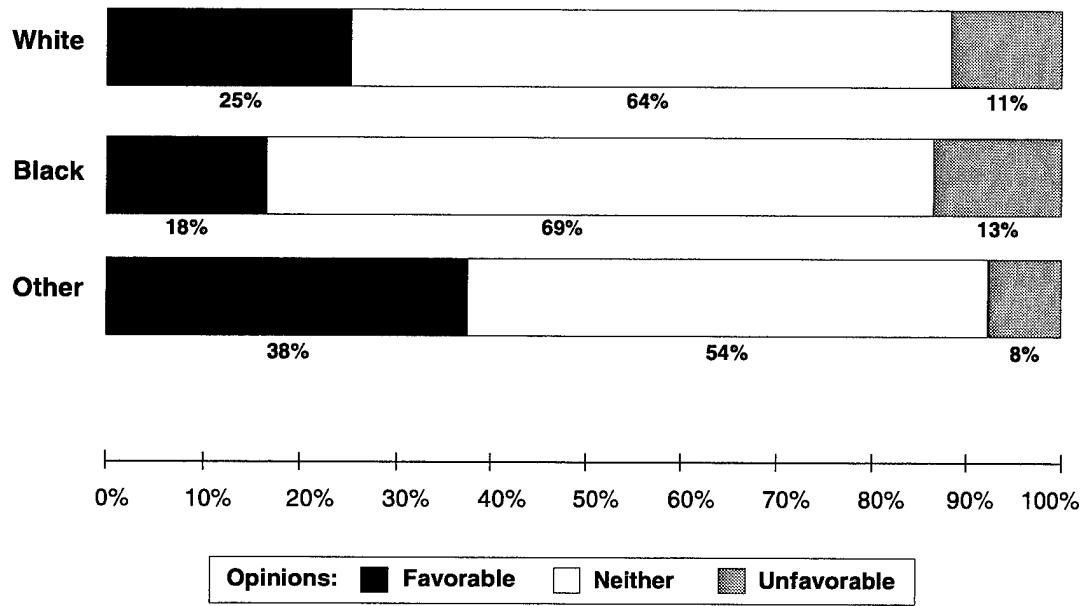


Figure E-24. Favorability ratings on drug and alcohol programs by racial category.

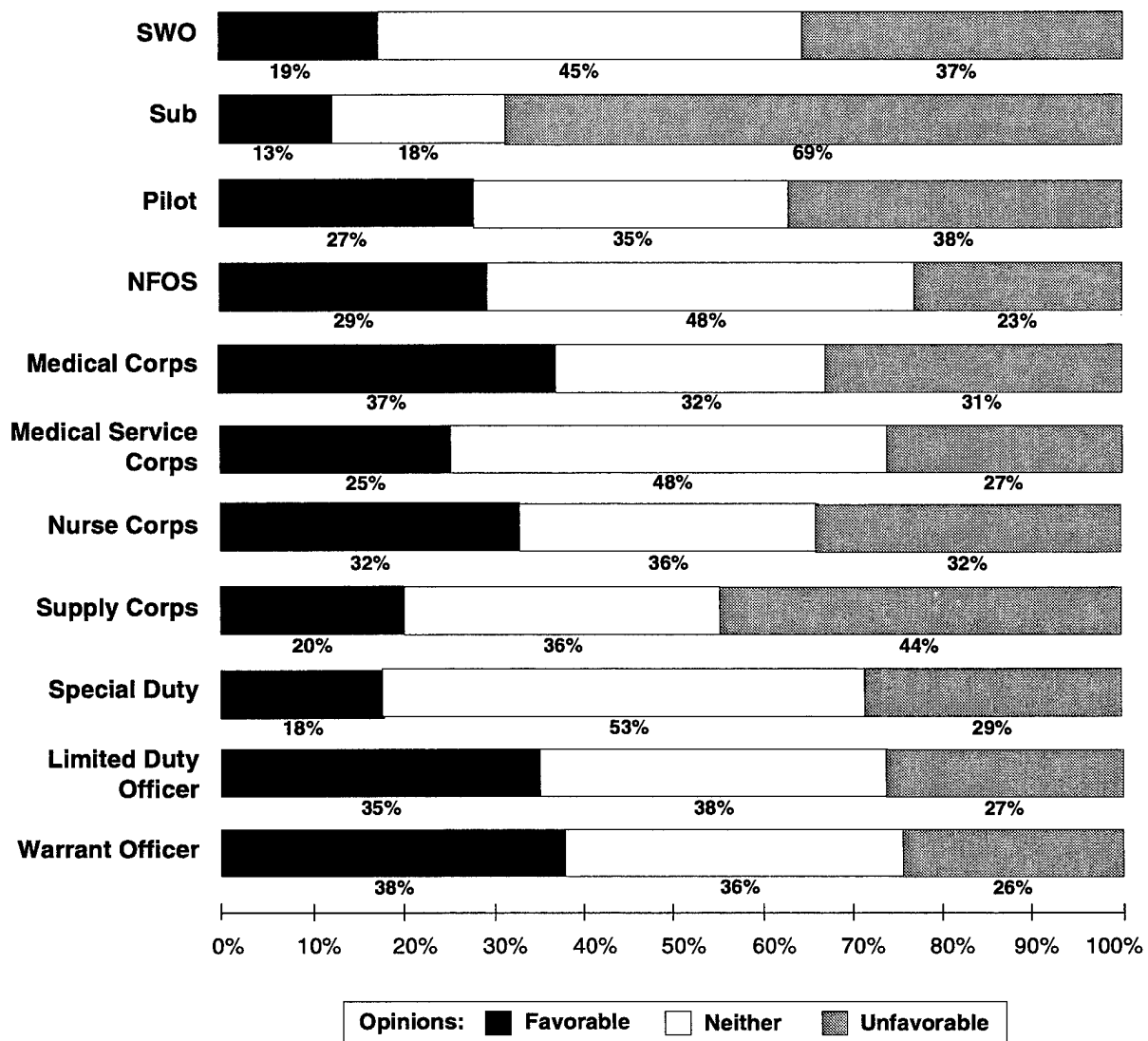


Figure E-25. Favorability ratings on AIDS and HIV information by officer community.

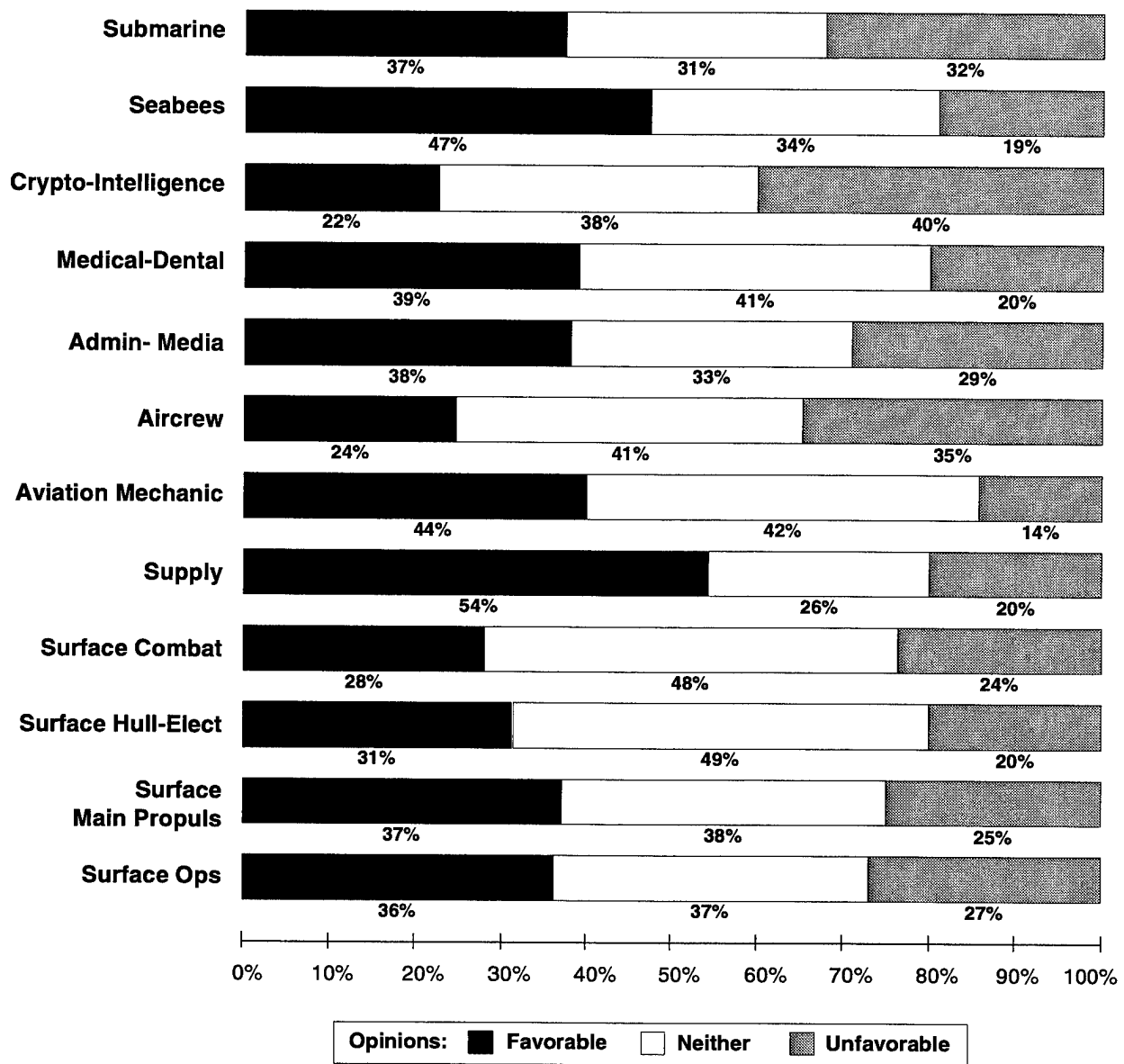


Figure E-26. Favorability rating on AIDS and HIV information by enlisted occupational group.

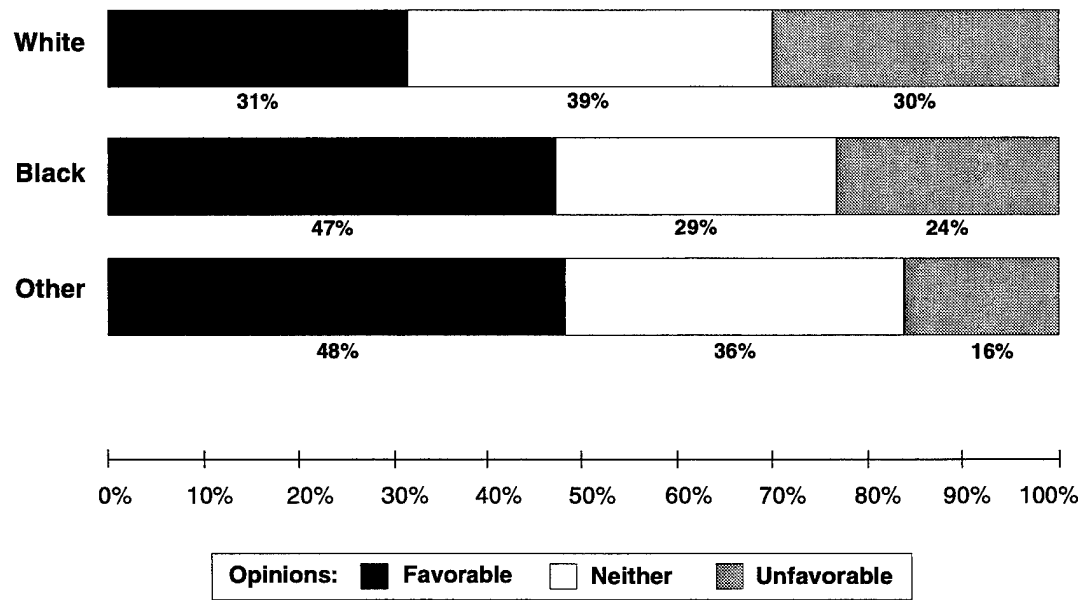


Figure E-27. Favorability ratings on AIDS and HIV information by racial category.

Distribution List

Chief of Naval Personnel (PERS-00), (PERS-00H), (PERS-00T), (PERS-00W/2W), (PERS-013),
(PERS-05), (PERS-2), (PERS-3), (PERS-6), (PERS-7), (PERS-9)

Commander in Chief, U.S. Atlantic Fleet (Code 149)

Defense Technical Information Center (DTIC) (2)